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**PROVISIONS IN COLLECTIVE AGREEMENTS IN CANADA
COVERING 200 AND MORE EMPLOYEES**

**Non-Manufacturing Industries
(Excluding Construction)**

NOVEMBER 1981

**DISPOSITIONS DES CONVENTIONS COLLECTIVES AU
CANADA GROUPANT 200 EMPLOYÉS OU PLUS**

**Secteur non manufacturier
(sauf celle de la construction)**


NOVEMBRE 1981



Labour
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Collective Bargaining
Labour Data
Négociation collective
Données sur le travail



Labour
Canada

Travail
Canada

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FOREWORD

This report provides information on provisions in collective agreements in Canadian non-manufacturing industries, as of November 1981. The data are presented for each of the 23 non-manufacturing industries and for non-manufacturing as a whole.

The collective agreements analyzed for this report are those covering 200 or more employees. The findings, therefore, do not necessarily reflect practices in smaller bargaining units or in non-union areas.

This report is the third of a new series that will contain an analysis of provisions in agreements with 200 or more employees, and was prepared by the Agreement Analysis Section of the Collective Bargaining Division.

AVANT-PROPOS

Les données de ce rapport, touchant les industries non manufacturières au Canada, sont tirées des conventions collectives en vigueur au mois de novembre 1981 et s'adressent à chacun des 23 secteurs non manufacturiers ainsi qu'à l'ensemble de l'industrie non manufacturière.

Les conventions collectives analysées aux fins de ce rapport regroupent 200 employés ou plus. Les conclusions ne reflètent donc pas nécessairement les pratiques des unités de négociation plus petites ni celles dans les entreprises non syndiquées.

Ce rapport est le troisième d'une nouvelle série qui comprend l'analyse des dispositions de conventions collectives de 200 employés ou plus et a été préparé par la Section de l'analyse des conventions de la Division de la négociation collective.

V. Johnston
Director - Directeur
Labour Data Branch - Données sur le travail

November/novembre 1981

TABLE OF CONTENTS - TABLE DES MATIÈRES

	Page
FOREWORD - AVANT-PROPOS	iii
INTRODUCTION - INTRODUCTION	xiv
SUMMARY OF AGREEMENT COVERAGE - SOMMAIRE DE RÉPARTITION DES CONVENTIONS COLLECTIVES	
1 Collective Agreement Coverage by Province Répartition des conventions collectives selon la province	xvi
2 Collective Agreement Coverage by Term of Agreement Répartition des conventions collectives selon la période d'application	xvii
3 Collective Agreement Coverage by Size of Bargaining Unit Répartition des conventions collectives selon la taille du groupe de négociation	xviii
AGREEMENT PROVISIONS - DISPOSITIONS DES CONVENTIONS COLLECTIVES	
UNION SECURITY - SÉCURITÉ SYNDICALE	
4 Union Security Sécurité syndicale	1
5 Check-off Retenue syndicale	3
EMPLOYEE SECURITY - SÉCURITÉ D'EMPLOI	
6 Probationary Period Période probatoire	5
7 Special Seniority for Union Officials and/or Employees with Special Skills Ancienneté privilégiée pour employés avec aptitudes spéciales et/ou pour représentants syndicaux ..	7

	<u>Page</u>
8 Seniority on Promotion Avancement suivant l'ancienneté	8
9 Seniority on Layoff Mise à pied suivant l'ancienneté	9
10 Retention of Seniority during Layoff Conservation des droits d'ancienneté durant les périodes de mise à pied	10
11 Retention of Seniority During Illness Conservation des droits d'ancienneté durant la maladie	12
12 Bumping Rights Droits de déplacement	14
13 Notice of Layoff Avis de mise à pied	15
14 Recall Procedure Procédure de rappel	18
15 Distribution of Work during Slack Periods Répartition du travail durant les périodes de ralentissement de l'activité	19
16 Severance Pay and Supplementary Unemployment Benefits (SUB) Indemnité de cessation d'emploi et prestations supplémentaires de chômage	20
17 Posting of Job Vacancies Affichage des postes vacants	21
GRIEVANCE PROCEDURE - PROCÉDURE DE RÈGLEMENT DES GRIEFS	
18 Initial Grievance Presentation Présentation des griefs au premier palier	23

19	Special Grievance Procedure in Dismissal Cases Procédure particulière d'examen des griefs dans les cas de congédiement	25
COMPENSATION - RÉMUNÉRATION		
20	Compensation for Grievance Work Rémunération pour la période consacrée au règlement de griefs	26
21	Compensation of Union Officials in Negotiation of Collective Agreement Rémunération des représentants syndicaux occupés à la négociation d'une convention collective	28
ARBITRATION - ARBITRAGE		
22	Arbitration - Number of Arbitrators Arbitrage - Nombre d'arbitres	30
DAYS AND HOURS OF WORK - JOURS ET HEURES DE TRAVAIL		
23	Normal Workweek (Days per Week) Semaine normale de travail (nombre de jours par semaine)	32
24	Daily Hours Durée journalière du travail	34
25	Weekly Hours Durée hebdomadaire du travail	37
OVERTIME - HEURES SUPPLÉMENTAIRES		
26	Overtime Compensation after Normal Daily Hours of Work Rémunération des heures supplémentaires effectuées en sus de la journée normale de travail	40
27	Overtime Compensation after Normal Weekly Hours of Work Rémunération des heures supplémentaires après la semaine normale de travail	43

28	Special Provision for Overtime Compensation on Saturday or Sixth Day (Not Normally Worked) Rémunération des heures supplémentaires effectuées le samedi ou le 6 ^e jour (normalement chômé)	46
29	Special Provision for Overtime Compensation on Sunday or Seventh Day (Not Normally Worked) Rémunération des heures supplémentaires effectuées le dimanche ou le 7 ^e jour (normalement chômé) ..	49
30	Right to Refuse Overtime Droit de refuser les heures supplémentaires	52
31	Equitable Distribution of Overtime among Employees Répartition équitable des heures supplémentaires entre les employés	54
PREMIUM PAY - PRIMES		
32	Shift Premium (Second Shift) Prime de deuxième quart	56
33	Shift Premium (Third Shift) Prime de troisième quart	59
34	Premium Rates for Work on Paid Holidays Prime pour le travail effectué les jours fériés payés	62
PAY GUARANTEES - RÉMUNÉRATION GARANTIE		
35	Guaranteed Employment or Earnings Emploi ou revenu garanti	65
36	Reporting Pay for Regularly Scheduled Work Indemnité de présence - horaire régulier	67
37	Call-in (Back) Pay Guarantee Indemnité de rappel garantie	69
38	Portal-to-Portal Salaire à la démarcation	73

39	Stand-by Pay Prime de disponibilité	74
40	Cost-of-Living Allowance Indemnité de vie chère	76
41	Wage Incentive Primes au rendement	77
42	Pay Guarantee during Machinery Breakdown or Adverse Weather Conditions Garantie de salaire à l'occasion d'intempéries ou de pannes d'équipement	79
PAID HOLIDAYS - JOURS FÉRIÉS PAYÉS		
43	Number of Paid Holidays per Year Nombre de jours fériés payés par année	80
44	Eligibility for Paid Holidays (Minimum Service) Admissibilité aux jours fériés payés (temps de service minimum)	83
45	Eligibility for Paid Holidays (Other Requirements) Admissibilité aux jours fériés payés (autres critères)	85
46	Paid Holiday Falling on Saturday or Sixth Day (Not Normally Worked) Jours fériés payés tombant le samedi ou le 6 ^e jour (normalement chômé)	87
47	Paid Holiday Falling on Sunday or Seventh Day (Not Normally Worked) Jours fériés payés tombant le dimanche ou le 7 ^e jour (normalement chômé)	89
PAID VACATION - CONGÉ ANNUEL PAYÉ		
48	Paid Vacation - Selection Vacances payées - choix	91
49	Annual Paid Vacation of 3 Weeks - Length of Service Required to Qualify Congé annuel payé de 3 semaines - temps de service requis	92

	<u>Page</u>
50 Annual Paid Vacation of 4 Weeks - Length of Service Required to Qualify Congé annuel payé de 4 semaines - temps de service requis	94
51 Annual Paid Vacation of 5 Weeks - Length of Service Required to Qualify Congé annuel payé de 5 semaines - temps de service requis	96
52 Annual Paid Vacation of 6 Weeks - Length of Service Required to Qualify Congé annuel payé de 6 semaines - temps de service requis	98
53 Paid Vacation - More than 6 Weeks Congé annuel payé de plus de 6 semaines	100
54 Carry-over of Vacation Credits Report des congés annuels	101
55 Pre-retirement Vacation Congé de pré-retraite	102
56 Special Payments Bonis spéciaux	104
LEAVE OF ABSENCE - CONGÉ AUTORISÉ	
57 Paid Leave of Absence - Death in Immediate Family Congé autorisé payé - décès dans la famille immédiate	105
58 Paid Leave of Absence - Death of Other Relatives Congé autorisé payé - décès d'autres parents	107
59 Paid Leave of Absence - Marriage Congé autorisé payé - mariage	109
60 Paid Leave of Absence - Childbirth Congé autorisé payé - naissance	111

	<u>Page</u>
61 Paid Leave of Absence - Adoption Congé autorisé payé - adoption	113
62 Paid Leave of Absence - Jury Duty and/or Court Appearance Congé autorisé payé - fonctions judiciaires (juré ou témoin)	115
63 Leave of Absence - Education Congé autorisé payé - études	117
64 Leave of Absence - Union Business Congé autorisé - affaires syndicales	119
ALLOWANCES - BÉNÉFICES MARGINAUX	
65 Paid Wash-up Time Temps de toilette rémunéré	121
66 Rest Periods Pauses	123
67 Moving Expenses (Not Related to Technological Change) Frais de déménagement (non liés à des changements technologiques)	125
OTHER BENEFITS - AUTRES BÉNÉFICES	
68 Clothing and/or Uniforms Vêtements et uniformes	127
69 Supply of Tools Fourniture d'outils	128
70 Safety Equipment Équipement de sécurité	130

	<u>Page</u>
71 Training or Retraining (Not Related to Technological Change) Formation ou recyclage (non lié aux changements technologiques)	132
72 Industrial Safety Sécurité industrielle	134
MATERNITY LEAVE - CONGÉ DE MATERNITÉ	
73 Maternity Leave: Seniority Congé de maternité: ancienneté	135
74 Maternity Leave: Pay Congé de maternité: rémunération	137
75 Maternity Leave: Specified Time Before and After Date of Birth Durée du congé de maternité avant et après l'accouchement	139
TECHNOLOGICAL CHANGE - CHANGEMENTS TECHNOLOGIQUES	
76 Advance Notice and/or Consultation with Employee and/or Union Prior to the Introduction of New Methods of Production Préavis et/ou consultation des employés et/ou du syndicat avant l'introduction de nouvelles méthodes de production	141
77 Training or Retraining Provided in Case of Technological Change Formation ou recyclage offerts à l'occasion de changements technologiques	143
78 Labour-Management Committee (Technological Change) Comité patronal-syndical (changements technologiques)	144
79 Wage and Employment Security (Technological Change) Garanties de salaire et d'emploi (changements technologiques)	145
80 Notice of Layoff (Technological Change) Avis de mise à pied (changements technologiques)	146

MISCELLANEOUS PROVISIONS - DIVERSES DISPOSITIONS

81	Moonlighting Double emploi	150
82	Contracting Out Contrats à forfait	151
83	Reopener Clause Clause de réouverture	151
84	Older and/or Handicapped Workers Travailleurs âgés et/ou handicapés	152
HEALTH AND WELFARE - SANTÉ ET BIEN-ÊTRE		
85	Basic Medicare - Employer's Contribution Régime d'assurance-maladie de base - Contribution de l'employeur	154
86	Extended Health Benefits - Employer's Contribution Régime d'assurance-maladie complémentaire - Contribution de l'employeur	156
87	Dental Plan - Employer's Contribution Régime de soins dentaires - Contribution de l'employeur	158
88	Duration of Sickness Weekly Indemnity Durée de la période de versement des indemnités hebdomadaires	160
89	Amount of Sickness Weekly Indemnity Montant de l'indemnité hebdomadaire	162
90	Days of Paid Sick Leave (Per Year) Jours de maladie payés (par année)	164

	<u>Page</u>
91 Accumulation of Unused Sick Leave	
Accumulation des jours de congé-maladie inutilisés	166
92 Reimbursement of Unused Sick Leave on Termination of Employment	
Remboursement des congés de maladie non utilisés au moment de la cessation d'emploi	168
93 Reimbursement of Unused Sick Leave on Retirement	
Remboursement des congés de maladie non utilisés au moment de la retraite	170
94 Long-term Disability - Employer's Contribution	
Invalidité à long terme - Contribution de l'employeur	172
NOTES	175

The collective agreement provisions in this report were in effect as of November 1981 and cover a total of 1 886 335 employees in 1 346 bargaining units of 200 or more employees.

The first three tables provide summary information on the collective agreements according to the size of the bargaining units, the location by province and the agreement duration. The remaining tables show the number of agreements and the number of employees covered, by industry, for 91 collective agreement provisions covering 18 subject areas, such as union security, employee security, holidays, vacations, health and welfare benefits.

The industries covered by this report, as defined in the Standard Industrial Classification Manual published by Statistics Canada include:

1. Forestry
2. Fishing
3. Mining
4. Air Transport
5. Railway Transport
6. Water Transport
7. Road Transport
8. Storage
9. Communications
10. Utilities
11. Wholesale Trade

Les dispositions des conventions collectives publiées dans ce rapport sont entrées en vigueur en novembre 1981 et s'appliquent à 1 886 335 employés membres de 1 346 unités de négociation qui comptent chacune 200 employés ou plus.

Les trois premiers tableaux présentent un résumé de renseignements sur les conventions collectives, en l'occurrence la taille des unités de négociation, le lieu par province et la durée d'application. Les autres tableaux indiquent par industrie, le nombre de conventions et d'employés visés, à l'égard de 91 dispositions de conventions collectives regroupées sous 18 titres tel que la sécurité syndicale, la sécurité d'emploi, les jours fériés, les congés annuels et les avantages sociaux.

Les secteurs industriels visés dans ce rapport, tel que définis dans la publication de Statistique Canada intitulée "Classification-type des industries" sont les suivants:

1. Exploitation forestière
2. Pêche
3. Mines
4. Transport aérien
5. Transport ferroviaire
6. Transport par eau
7. Transport routier
8. Entreposage
9. Communications
10. Services d'utilité
11. Commerce de gros

12. Retail Trade
13. Finance and Insurance
14. Education
15. Health and Welfare
16. Recreation
17. Services to Business Management
18. Personal Services
19. Accommodation and Food
20. Miscellaneous Services
21. Federal Administration
22. Provincial Administration
23. Local Administration

It should be noted that because of eligibility requirements in some of the provisions, the number of employees shown may not represent the number actually entitled to receive the benefits of a provision at the time of the study.

The term "No Provision" in the tables means that there is no such provision provided for in the collective agreement. This does not necessarily mean that there is no such benefit available to the employees, as it may be provided outside the terms of the agreement. The notes following the tables explain certain terms used in the study.

12. Commerce de détail
13. Finances et assurances
14. Enseignement
15. Services médicaux/sociaux
16. Loisirs
17. Services aux entreprises
18. Services personnels
19. Hébergement/restaurant
20. Services divers
21. Administration fédérale
22. Administration provinciale
23. Administration locale

Il est à noter qu'à cause des conditions d'admissibilité de certaines dispositions, le nombre d'employés indiqué peut ne pas représenter le nombre réel d'employés admissibles aux avantages de la disposition au moment où l'étude a été effectuée.

Dans les tableaux, l'expression "aucune disposition" signifie qu'il n'existe aucune disposition de cette nature dans la convention collective mais elle n'écarte pas la possibilité que, de fait, les employés bénéficient d'un tel avantage. Celui-ci peut exister, mais être soumis à des conditions échappant à la portée de la convention elle-même. Les notes au bas des tableaux expliquent certains termes utilisés dans cette étude.

Collective Agreement Coverage by Province
Répartition des conventions collectives selon la province

Province	Agreements - Conventions		Employees Covered - Employés visés		Province
	Number - Nombre	%	Number - Nombre	%	
Newfoundland	23	1.7	31 710	1.7	Terre-Neuve
Prince Edward Island	4	0.3	5 540	0.3	Ile-Du-Prince-Edouard
Nova Scotia	37	2.7	42 045	2.2	Nouvelle-Écosse
New Brunswick	319	2.7	38 625	2.0	Nouvelle-Brunswick
Quebec	198	14.8	428 040	22.8	Québec
Ontario	509	37.9	430 460	22.9	Ontario
Manitoba	66	4.9	62 790	3.3	Manitoba
Saskatchewan	52	3.9	62 760	3.3	Saskatchewan
Alberta	99	7.3	123 590	6.5	Alberta
British Columbia	170	12.6	201 480	6.5	Alberta
Yukon	5	0.4	2 225	0.1	Yukon
North West Territories	4	0.3	2 490	0.1	Territoires du Nord-Ouest
More Than One Province	142	10.5	454 580	24.1	Plus d'une province
Total	1 346		1 886 335		Total

Table 2 - Tableau 2

Collective Agreement Coverage by Term of Agreement Répartition des conventions collectives selon la période d'application					
Term of Agreement	Agreements - Conventions		Employees Covered - Employés visés		Période d'application
	Number - Nombre	%	Number - Nombre	%	
Under 18 months	310	23.0	437 465	23.2	Moins de 18 mois
18 - 29 months	768	57.1	811 685	43.0	De 18 à 29 mois
30 months and over	268	19.9	637 185	33.8	30 mois et plus
Total	1 346		1 886 335		Total

Collective Agreement Coverage by Size of Bargaining Unit
Répartition des conventions collectives selon la taille du groupe de négociation

Employees per Bargaining Unit	Agreements - Conventions		Employees Covered - Employés visés		Nombre d'employés dans le groupe de négociation
	Number - Nombre	%	Number - Nombre	%	
200 - 299	311	23.1	76 770	4.1	200 - 299
300 - 399	210	15.6	71 335	3.8	300 - 399
400 - 499	123	9.1	53 270	2.8	400 - 499
500 - 750	224	16.6	133 395	7.1	500 - 750
751 - 1 000	103	7.7	92 730	4.9	751 - 1 000
1 001 - 1 500	134	10.0	164 985	8.7	1 001 - 1 500
1 501 - 2 000	54	4.0	96 320	5.1	1 501 - 2 000
2 001 - 3 000	69	5.1	171 050	9.1	2 001 - 3 000
3 001 - 4 000	40	3.0	143 040	7.6	3 001 - 4 000
4 001 - 5 000	20	1.5	91 650	4.8	4 001 - 5 000
5 001 - 10 000	33	2.5	230 305	12.2	5 001 - 10 000
10 000 and over	25	1.8	561 485	29.8	10 001 et plus
Total	1 346		1 886 335		Total

TABLE 04-TABLEAU 04

UNION SECURITY SECURITE SYNDICALE											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		CLOSED SHOP ATELIER FERME		UNION SHOP ATELIER SYNDICAL		MODIFIED UNION SHOP ATELIER SYNDICAL MODIFIE		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	1	580	-	-	33	15 875	5	2 025	EXPLOIT. FORESTIERE
FISHING	10	13 400	7	11 000	1	200	2	2 200	-	-	PECHÉ
MINING	75	63 655	48	49 005	-	-	7	3 690	15	8 600	MINES
AIR TRANSPORT	27	33 240	22	31 790	-	-	3	740	2	710	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	19	97 125	-	-	2	1 735	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	8	6 495	15	12 120	2	835	4	4 005	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	11	9 875	1	4 800	29	17 980	15	19 165	TRANSPORTS ROUTIER
STORAGE	7	5 030	2	1 610	1	205	1	1 500	3	1 715	ENTREPOSAGE
COMMUNICATIONS	43	141 301	32	119 716	-	-	2	1 250	6	5 355	COMMUNICATIONS
UTILITIES	49	59 980	21	24 385	2	3 205	11	7 630	12	23 090	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	3	1 000	3	1 900	10	4 840	5	9 025	COMMERCE DE GROS
RETAIL TRADE	80	95 920	10	11 635	-	-	53	70 550	13	11 995	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	3	1 875	-	-	4	4 115	1	235	FINANCES & ASSURANCES
EDUCATION	367	406 205	272	250 245	1	490	24	14 920	59	135 225	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	118	82 405	-	-	15	17 905	38	168 825	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	1	415	-	-	3	5 965	-	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	11	5 320	-	-	5	1 930	1	240	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	-	-	-	-	2	2 700	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	8	3 160	3	9 250	8	3 420	18	8 290	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	-	-	-	-	3	4 500	3	1 520	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	36	140 740	-	-	10	29 005	12	44 490	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	51	57 580	-	-	29	19 570	51	22 210	ADMIN. LOCALE
TOTAL	1 346	1 886 335	735	1 096 830	27	32 170	258	232 855	263	466 720	TOTAL
PERCENT %	100.0	100.0	54.6	58.1	2.2	1.6	18.8	12.4	19.5	24.7	POURCENT %

TABLE 04 (CONT'D.)-TABLEAU 04 (SUITE)

UNION SECURITY SECURITE SYNDICALE						
	MAINTENANCE OF MEMBERSHIP		OTHER AUTRES DISPOSITIONS			
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV		
GROUPING	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV		GROUPE
NON-MANUFACTURING						NON-MANUFACTURIER
FORESTRY	-	-	-	-		EXPLOIT. FORESTIERE
FISHING	-	-	-	-		PECHE
MINING	5	2 360	-	-		MINES
AIR TRANSPORT	-	-	-	-		TRANSPORTS AERIENS
RAILWAY TRANSPORT	2	805	-	-		TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	-	-		TRANSPORTS PAR EAU
ROAD TRANSPORT	4	6 040	-	-		TRANSPORTS ROUTIER
STORAGE	-	-	-	-		ENTREPOSAGE
COMMUNICATIONS	3	14 980	-	-		COMMUNICATIONS
UTILITIES	3	1 670	-	-		SERVICES D'UTILITE
WHOLESALE TRADE	-	-	-	-		COMMERCE DE GROS
RETAIL TRADE	3	1 310	1	430		COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-		FINANCES & ASSURANCES
EDUCATION	10	4 970	1	355		ENSEIGNEMENT
HEALTH AND WELFARE	16	14 885	2	695		SERV. MEDICAUX/SOCIAUX
RECREATION	1	250	-	-		LOISIRS
SERVICES TO BUS. MGMT.	-	-	-	-		SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-		SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-		HEBERGEMENT/RESTAUR.
MISC. SERVICES	1	1 000	-	-		SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-		ADMIN. FEDERALE
PROVINCIAL ADMIN.	5	2 940	-	-		ADMIN. PROVINCIALE
LOCAL ADMIN.	5	4 720	1	350		ADMIN. LOCALE
TOTAL	58	55 930	5	1 830		TOTAL
PERCENT %	4.3	3.0	.4	.1		POURCENT %

TABLE 05-TABLEAU 05

CHECK-OFF
RETENUE SYNDICALE

GROUPING	ALL AGREEMENTS		NO PROVISION		VOLUNTARY CHECK-OFF		COMPULSORY CHECK-OFF (RAND FORMULA)		VOLUNTARY FOR OLD EMPLOYEE COM -PULSORY FOR NEW		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	1	580	11	5 940	5	4 075	-	-	EXPLOIT. FORESTIERE
FISHING	10	13 400	1	1 000	2	3 400	6	7 500	-	-	PECHIE
MINING	75	63 655	1	200	3	1 395	58	56 110	1	370	MINES
AIR TRANSPORT	27	33 240	-	-	1	460	23	32 040	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	2	1 250	1	240	17	95 875	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	3	1 130	-	-	13	10 650	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	1	305	1	250	30	36 805	1	390	TRANSPORTS ROUTIER
STORAGE	7	5 030	-	-	1	600	5	2 930	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	3	4 750	3	19 440	32	112 436	-	-	COMMUNICATIONS
UTILITIES	49	59 980	1	360	3	2 145	26	42 620	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	2	600	1	705	8	10 025	-	-	COMMERCE DE GROS
RETAIL TRADE	80	95 920	2	1 020	5	6 950	20	21 485	2	7 400	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	-	-	-	-	3	1 180	-	-	FINANCES & ASSURANCES
EDUCATION	367	406 205	103	106 575	43	42 430	187	231 125	3	1 235	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	2	3 010	6	13 085	166	253 470	1	270	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	2	5 365	-	-	2	665	-	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	1	670	-	-	13	5 520	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	-	-	4	2 125	14	9 275	1	325	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	-	-	-	-	4	2 520	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	-	-	-	-	51	190 874	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	-	-	2	13 700	52	174 670	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	5	6 095	11	9 565	90	66 665	-	-	ADMIN. LOCALE
TOTAL	1 346	1 886 335	130	132 910	98	122 430	825	1 368 515	9	9 990	TOTAL
PERCENT %	100.0	100.0	9.7	7.0	7.3	6.5	61.3	72.5	.7	.5	POURCENT %

TABLE 05 (CONT'D.)-TABLEAU 05 (SUITE)

CHECK-OFF RETENUE SYNDICALE						
GROUPING	COMPULSORY CHECK -OFF FOR UNION MEMBERS ONLY		OTHER AUTRES DISPOSITIONS			
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV		
NON-MANUFACTURING						
FORESTRY	22	7 885	-	-		NON-MANUFACTURIER
FISHING	1	1 500	-	-		EXPLOIT. FORESTIERE
MINING	12	5 580	-	-		PECHE
						MINES
AIR TRANSPORT	3	740	-	-		TRANSPORTS AERIENS
RAILWAY TRANSPORT	3	2 300	-	-		TRANSP. FERROVIAIRES
WATER TRANSPORT	13	11 675	-	-		TRANSPORTS PAR EAU
ROAD TRANSPORT	27	20 110	-	-		TRANSPORTS ROUTIER
STORAGE	1	1 500	-	-		ENTREPOSAGE
COMMUNICATIONS	5	4 675	-	-		COMMUNICATIONS
UTILITIES	19	14 855	-	-		SERVICES D'UTILITE
WHOLESALE TRADE	10	5 435	-	-		COMMERCE DE GROS
RETAIL TRADE	51	59 065	-	-		COMMERCE DE DETAIL
FINANCE AND INSURANCE	5	5 045	-	-		FINANCES & ASSURANCES
EDUCATION	30	18 340	1	6 500		ENSEIGNEMENT
HEALTH AND WELFARE	14	14 880	-	-		SERV. MEDICAUX/SOCIAUX
RECREATION	1	600	-	-		LOISIRS
SERVICES TO BUS. MGMT.	3	1 300	-	-		SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	-	-		SERVICES PERSONNELS
ACCOMMODATION & FOOD	18	12 395	-	-		HEBERGEMENT/RESTAUR.
MISC. SERVICES	3	4 500	-	-		SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-		ADMIN. FEDERALE
PROVINCIAL ADMIN.	9	28 805	-	-		ADMIN. PROVINCIALE
LOCAL ADMIN.	29	21 365	2	740		ADMIN. LOCALE
TOTAL	281	245 250	3	7 240		TOTAL
PERCENT %	20.9	13.0	.2	.4		POURCENT %

TABLE 06-TABEAU 06

PROBATIONARY PERIOD PERIODE PROBATOIRE											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		ONE MONTH OR LESS		MORE THAN 1 MO. UP TO 2 MONTHS INCLUSIVE		MORE THAN 2 MOS UP TO 3 MONTHS INCLUSIVE		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	1	580	5	1 685	26	14 055	7	2 160	EXPLOIT. FORESTIERE
FISHING	10	13 400	6	6 300	-	-	1	1 500	3	5 600	PECHE
MINING	75	63 655	-	-	4	2 535	42	28 335	24	28 315	MINES
AIR TRANSPORT	27	33 240	3	5 505	-	-	-	-	4	1 125	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	10	65 615	-	-	3	1 190	5	23 000	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	16	14 410	2	700	4	2 330	3	1 575	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	2	1 730	23	21 300	6	2 935	10	9 385	TRANSPORTS ROUTIER
STORAGE	7	5 030	3	1 870	1	600	-	-	3	2 560	ENTREPOSAGE
COMMUNICATIONS	43	141 301	7	61 550	-	-	-	-	14	29 371	COMMUNICATIONS
UTILITIES	49	59 980	2	4 545	1	300	2	1 400	12	26 245	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	1	850	1	1 300	9	5 285	7	7 390	COMMERCE DE GROS
RETAIL TRADE	80	95 920	5	9 720	23	40 405	30	28 225	13	9 715	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	-	-	-	-	1	255	4	3 805	FINANCES & ASSURANCES
EDUCATION	367	406 205	138	100 170	2	1 590	7	2 635	50	48 610	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	8	14 070	1	2 000	44	136 415	110	108 000	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	2	5 365	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	4	2 830	1	500	2	800	4	1 375	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	-	-	-	-	1	800	1	1 900	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	5	10 200	4	2 195	14	5 735	14	5 990	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	-	-	1	1 200	3	3 505	1	1 000	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	48	187 704	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	5	18 250	1	3 850	3	8 400	2	1 715	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	16	15 790	-	-	4	1 630	33	22 270	ADMIN. LOCALE
TOTAL	1 346	1 886 335	282	527 054	70	80 160	202	245 430	324	341 106	TOTAL
PERCENT %	100.0	100.0	21.0	27.9	5.2	4.2	15.0	13.0	24.1	18.1	POURCENT %

TABLE 06 (CONT'D.)-TABLEAU 06 (SUITE)

PROBATIONARY PERIOD PERIODE PROBATOIRE									
GROUPING	MORE THAN 3 MOS UP TO 4 MONTHS INCLUSIVE		MORE THAN 4 MOS UP TO 5 MONTHS INCLUSIVE		MORE THAN 5 MOS UP TO 6 MONTHS INCLUSIVE		MORE THAN 6 MOS PLUS DE 6 MOIS		OTHER AUTRES DISPOSITIONS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-	-	-	PECHE
MINING	2	755	-	-	2	3 415	1	300	MINES
AIR TRANSPORT	-	-	1	7 990	16	15 805	3	2 815	TRANSPORTS AERIENS
RAILWAY TRANSPORT	1	235	-	-	3	6 225	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	1	475	-	-	3	3 965	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	1	205	1	505	13	12 730	4	9 070	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	1	225	-	-	17	47 470	2	410	COMMUNICATIONS
UTILITIES	2	460	-	-	28	25 860	2	1 170	SERVICES D'UTILITE
WHOLESALE TRADE	-	-	1	300	1	540	-	-	COMMERCE DE GROS
RETAIL TRADE	3	2 370	-	-	4	1 875	1	1 610	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	2	1 935	1	230	FINANCES & ASSURANCES
EDUCATION	6	2 480	8	5 375	37	26 195	53	157 605	ENSEIGNEMENT
HEALTH AND WELFARE	3	1 085	1	5 500	14	14 525	6	2 605	SERV. MEDICAUX/SOCIAUX
RECREATION	1	600	-	-	1	250	-	-	LOISIRS
SERVICES TO BUS. MGMT.	2	495	-	-	4	1 490	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	1	640	1	675	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	-	-	3	3 170	ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	-	-	23	82 600	23	83 090	ADMIN. PROVINCIALE
LOCAL ADMIN.	3	720	-	-	51	43 505	29	20 255	ADMIN. LOCALE
TOTAL	26	10 105	12	19 670	220	289 025	129	283 005	81
PERCENT %	1.9	.5	.9	1.0	15.3	15.3	9.6	15.0	6.0
									4.8
									POURCENT %

TABLE 07-TABEAU 07

SPECIAL SENIORITY FOR UNION OFFICIALS AND/OR EMPLOYEES WITH SPECIAL SKILLS ANCIENNETE PRIVILEGEE POUR EMPLOYES AVEC APTITUDES SPECIALES ET/OU POUR REPRESENTANTS SYNDICAUX											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		EMPLOYEES WITH SPECIAL SKILLS EMPLOYES POSSE- DANT APTITUDES SPECIALES		UNION OFFICIALS REPRESENTANTS SYNDICAUX		EMPLS. WITH SPECIAL SKILLS & UNION OFFICIALS EMPLS. POSSEDANT APTITUDES SPEC. & REPS. SYNDICAUX		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	29	12 645	2	850	7	3 885	1	1 100	EXPLOIT. FORESTIERE
FISHING	10	13 400	10	13 400	-	-	-	-	-	-	PECHE
MINING	75	63 655	62	44 675	2	12 250	11	6 730	-	-	MINES
AIR TRANSPORT	27	33 240	20	29 140	1	570	4	1 530	2	2 000	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	23	99 665	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	29	23 455	-	-	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	42	41 575	1	300	17	15 985	-	-	TRANSPORTS ROUTIER
STORAGE	7	5 030	7	5 030	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	39	129 896	1	10 000	3	1 405	-	-	COMMUNICATIONS
UTILITIES	49	59 980	40	36 720	-	-	9	23 260	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	14	8 600	1	375	6	7 790	-	-	COMMERCE DE GROS
RETAIL TRADE	80	95 920	56	55 390	-	-	24	40 530	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	8	6 225	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	367	406 205	346	392 050	6	6 425	14	7 385	1	345	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	179	279 010	4	1 245	6	4 460	-	-	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	5	6 630	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	16	6 990	1	500	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	1	1 900	-	-	1	800	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	27	20 205	2	670	8	3 245	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	7	7 020	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	61	211 635	-	-	2	5 540	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	131	97 285	1	5 300	4	1 465	1	380	ADMIN. LOCALE
TOTAL	1 346	1 886 335	1 203	1 720 015	22	38 485	116	124 010	5	3 825	TOTAL
PERCENT %	100.0	100.0	89.4	91.2	1.6	2.0	8.6	6.6	.4	.2	POURCENT %

TABLE 08-TABLEAU 08

SENIORITY ON PROMOTION AVANCEMENT SELON L'ANCIENNETE											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		STRAIGHT SENIORITY ANCIENNETE SIMPLE		SENIORITY AND OTHER FACTORS ANCIENNETE AVEC AUTRES FACTEURS		STRAIGHT SENIOR. IF OTHER FACTORS EQUAL OR SUFF. ANCIENNETE SEULE SI AUTRES FACT. EQUIV. OU SUFF.		
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING										NON-MANUFACTURIER	
FORESTRY	39	18 480	3	1 130	-	-	9	3 750	27	13 600	EXPLOIT. FORESTIERE
FISHING	10	13 400	9	11 900	-	-	-	-	1	1 500	PECHE
MINING	75	63 655	1	350	2	805	24	29 775	48	32 725	MINES
AIR TRANSPORT	27	33 240	4	5 710	1	310	7	10 895	15	16 325	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	4	76 690	-	-	13	13 485	6	9 490	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	13	11 830	-	-	3	1 335	13	10 290	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	6	9 995	7	4 475	17	16 730	30	26 660	TRANSPORTS ROUTIER
STORAGE	7	5 030	1	205	-	-	5	4 465	1	360	ENTREPOSAGE
COMMUNICATIONS	43	141 301	14	74 336	-	-	10	37 825	19	29 140	COMMUNICATIONS
UTILITIES	49	59 980	1	1 545	-	-	16	29 635	32	28 800	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	-	-	-	-	6	2 895	15	13 870	COMMERCE DE GROS
RETAIL TRADE	80	95 920	14	13 080	-	-	27	47 730	39	35 110	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	-	-	-	-	3	4 560	5	1 665	FINANCES & ASSURANCES
EDUCATION	367	406 205	191	236 695	2	770	87	104 120	87	64 620	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	13	11 485	-	-	61	139 925	115	133 305	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	1	5 000	-	-	2	780	2	850	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	6	3 275	-	-	5	2 215	6	2 000	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	-	-	-	-	-	-	2	2 700	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	2	505	-	-	10	12 550	25	11 065	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	2	1 500	-	-	4	5 315	1	205	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	15	33 670	2	7 250	5	37 480	41	138 775	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	11	10 995	1	260	44	47 440	81	45 735	ADMIN. LOCALE
TOTAL	1 346	1 886 335	362	700 770	15	13 870	358	552 905	611	618 790	TOTAL
PERCENT %	100.0	100.0	25.9	37.1	1.1	.7	26.6	29.3	45.4	32.9	POURCENT %

SENIORITY ON LAY-OFF
MISE A PIED SELON L'ANCIENNETE

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		STRAIGHT SENIORITY ANCIENNETE SIMPLE		SENIORITY AND OTHER FACTORS ANCIENNETE AVEC AUTRES FACTEURS		STRAIGHT SENIOR. IF OTHER FACTORS EQUAL OR SUFF.		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	5	1 670	5	2 525	8	3 045	21	11 240	EXPLOIT. FORESTIERE
FISHING	10	13 400	6	6 300	-	-	1	1 500	3	5 600	PECHE
MINING	75	63 655	3	3 765	8	5 470	29	32 110	35	22 310	MINES
AIR TRANSPORT	27	33 240	3	5 505	13	21 105	3	3 110	8	3 520	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	4	4 780	15	37 340	4	57 545	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	14	12 105	5	4 180	1	355	9	6 815	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	7	9 335	15	10 160	9	11 440	29	26 925	TRANSPORTS ROUTIER
STORAGE	7	5 030	2	1 610	-	-	5	3 420	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	9	77 150	13	25 635	15	20 471	6	18 045	COMMUNICATIONS
UTILITIES	49	59 980	8	6 100	12	24 190	11	9 645	18	20 045	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	-	-	5	2 915	6	2 805	10	11 045	COMMERCE DE GROS
RETAIL TRADE	80	95 920	5	5 365	11	18 375	23	35 750	41	36 430	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	1	230	2	970	3	1 395	2	3 630	FINANCES & ASSURANCES
EDUCATION	367	406 205	139	131 565	31	19 945	110	201 980	87	52 715	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	17	15 795	32	66 285	75	136 595	65	66 040	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	2	5 415	1	600	1	365	1	250	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	7	3 945	2	520	6	2 225	2	800	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	-	-	-	-	1	800	1	1 900	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	2	505	10	7 255	13	11 425	12	4 935	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	-	-	1	300	4	3 545	2	3 205	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	27	124 680	8	26 650	14	34 200	14	31 645	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	33	25 930	31	32 330	34	30 810	39	15 360	ADMIN. LOCALE
TOTAL	1 346	1 885 335	345	632 624	220	306 750	376	604 506	405	342 455	TOTAL
PERCENT %	100.0	100.0	25.6	33.5	16.3	16.3	27.9	32.0	30.1	18.2	POURCENT %

TABLE 10-TABLEAU 10

RETENTION OF SENIORITY DURING LAYOFF CONSERVATION DES DROITS D'ANCIENNETE DURANT LES PERIODES DE MISE A PIED											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		UP TO AND INCLUDING 6 MONTHS		MORE THAN 6 MOS UP TO 12 MONTHS INCLUSIVE		MORE THAN 12 MOS UP TO 18 MONTHS INCLUSIVE		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	-	-	-	-	13	6 845	7	5 090	EXPLOIT. FORESTIERE
FISHING	10	13 400	9	11 900	-	-	-	-	-	-	PECHE
MINING	75	63 655	4	3 980	5	3 890	21	9 675	4	3 760	MINES
AIR TRANSPORT	27	33 240	4	5 720	-	-	3	880	1	460	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	13	91 470	2	820	3	1 440	-	-	TRANS. FERROVIAIRES
WATER TRANSPORT	29	23 455	20	16 170	1	220	2	1 565	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	13	19 860	7	7 825	29	20 430	-	-	TRANSPORTS ROUTIER
STORAGE	7	5 030	4	1 920	-	-	2	1 610	1	1 500	ENTREPOSAGE
COMMUNICATIONS	43	141 301	14	70 896	4	6 700	13	29 495	-	-	COMMUNICATIONS
UTILITIES	49	59 980	17	11 390	2	475	14	18 945	3	1 790	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	2	2 100	2	980	6	9 140	1	440	COMMERCE DE GROS
RETAIL TRADE	80	95 920	12	8 215	26	30 815	28	40 615	5	9 115	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	1	930	2	2 640	4	2 425	1	230	FINANCES & ASSURANCES
EDUCATION	367	406 205	193	177 485	13	8 790	79	55 185	22	18 675	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	18	19 165	38	32 385	106	205 015	7	2 535	SERV.MEDICAUX/SOCIAUX
RECREATION	5	6 630	2	5 365	-	-	2	850	1	415	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	8	3 805	3	1 300	3	1 200	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	-	-	-	-	1	1 900	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	12	12 425	20	8 990	1	485	3	1 850	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	1	675	2	4 200	4	2 145	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	29	80 610	6	17 310	14	40 360	1	2 600	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	56	44 755	19	21 130	41	25 160	3	965	ADMIN. LOCALE
TOTAL	1 346	1 886 335	483	779 710	152	148 470	389	475 355	60	49 425	TOTAL
PERCENT %	100.0	100.0	35.9	41.3	11.3	7.9	28.9	25.2	4.5	2.6	POURCENT %

TABLE 10 (CONT'D.)-TABLEAU 10 (SUITE)

RETENTION OF SENIORITY DURING LAYOFF CONSERVATION DES DROITS D'ANCIENNETÉ DURANT LES PÉRIODES DE MISE À PIED									
GROUPING	MORE THAN 18 MOS UP TO 24 MONTHS INCLUSIVE		MORE THAN 24 MONTHS		GRADUATED PER LENGTH OF SERVICE		LENGTH NOT SPECIFIED OR INDEFINITE		OTHER AGTS CONV
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	15	5 210	-	-	4	1 335	-	-	EXPLOIT. FORESTIERE
FISHING	1	1 500	-	-	-	-	-	-	PECHE
MINING	10	6 110	20	30 235	9	4 155	2	1 850	MINES
AIR TRANSPORT	6	8 150	8	12 810	1	605	4	4 615	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	1	235	-	-	3	5 135	TRANSP. FERROVIAIRES
WATER TRANSPORT	3	3 425	-	-	2	1 475	1	600	TRANSPORTS PAR EAU
ROAD TRANSPORT	4	3 965	1	1 225	2	615	4	3 940	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	5	2 735	2	560	1	445	1	23 000	COMMUNICATIONS
UTILITIES	6	19 795	-	-	5	3 780	2	3 805	SERVICES D'UTILITE
WHOLESALE TRADE	2	450	4	1 250	2	1 015	2	1 390	COMMERCE DE GROS
RETAIL TRADE	3	2 500	1	1 400	4	2 955	1	305	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	34	118 490	12	8 750	1	475	11	16 490	ENSEIGNEMENT
HEALTH AND WELFARE	10	8 970	2	2 225	1	200	6	13 220	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS.MGMT.	3	1 185	-	-	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	800	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	11	63 890	1	11 725	-	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	6	7 080	1	220	2	620	9	4 500	ADMIN. LOCALE
TOTAL	119	253 455	53	70 635	35	18 475	47	79 530	8 11 270
PERCENT %	8.8	13.4	3.9	3.7	2.6	1.0	3.5	4.2	.6 .6

TABLE 11-TABLEAU 11

RETENTION OF SENIORITY DURING ILLNESS
CONSERVATION DES DROITS D'ANCIENNETÉ PENDANT LA MALADIE

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		UP TO AND INCLUDING 6 MONTHS JUSQU'À 6 MOIS INCLUSIVEMENT		MORE THAN 6 MOS UP TO 12 MONTHS INCLUSIVE PLUS DE 6 MOIS JUSQU'À 12 MOIS INCLUSIVEMENT		MORE THAN 12 MOS UP TO 18 MONTHS INCLUSIVE PLUS DE 12 MOIS JUSQU'À 18 MOIS INCLUSIVEMENT		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	2	500	-	-	7	3 240	3	2 165	EXPLOIT. FORESTIERE
FISHING	10	13 400	6	6 300	-	-	-	-	-	-	PÊCHE
MINING	75	63 655	12	9 600	1	525	4	1 585	1	300	MINES
AIR TRANSPORT	27	33 240	11	11 620	-	-	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	22	99 430	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	19	16 405	-	-	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	14	17 895	4	4 450	5	6 995	-	-	TRANSPORTS ROUTIER
STORAGE	7	5 030	6	3 780	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	26	103 731	-	-	1	660	-	-	COMMUNICATIONS
UTILITIES	49	59 980	22	17 630	-	-	-	-	1	300	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	2	1 150	-	-	1	440	-	-	COMMERCE DE GROS
RETAIL TRADE	80	95 920	19	14 890	7	16 665	4	1 555	1	1 450	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	-	-	1	930	1	210	1	230	FINANCES & ASSURANCES
EDUCATION	367	406 205	236	202 530	6	8 665	10	7 840	4	2 650	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	34	48 345	4	1 050	47	20 225	4	1 790	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	4	6 030	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	9	4 925	1	290	2	540	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	-	-	1	1 900	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	25	17 585	-	-	1	370	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	3	2 315	1	1 200	1	3 000	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	30	105 800	11	52 540	1	2 200	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	60	39 495	3	1 160	4	1 755	1	515	ADMIN. LOCALE
TOTAL	1 346	1 886 335	613	920 830	40	89 375	89	50 615	16	9 400	TOTAL
PERCENT %	100.0	100.0	45.5	48.8	3.0	4.7	6.6	2.7	1.2	.5	POURCENT %

TABLE 11 (CONT'D.) - TABLEAU 11 (SUITE)

RETENTION OF SENIORITY DURING ILLNESS CONSERVATION DES DROITS D'ANCIENNETE PENDANT LA MALADIE										
GROUPING	MORE THAN 18 MOS UP TO 24 MONTHS INCLUSIVE		MORE THAN 24 MONTHS		GRADUATED PER LENGTH OF SERVICE		LENGTH NOT SPECIFIED OR INDEFINITE		OTHER	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										
FORESTRY	9	3 890	3	830	2	465	4	2 070	9	5 320
FISHING	-	-	-	-	-	-	4	7 100	-	-
MINING	10	5 570	11	22 080	1	210	18	12 920	17	10 865
AIR TRANSPORT	2	660	5	4 185	-	-	6	14 155	3	2 620
RAILWAY TRANSPORT	-	-	1	235	-	-	-	-	-	-
WATER TRANSPORT	-	-	1	400	1	475	3	2 175	5	4 000
ROAD TRANSPORT	4	2 045	2	1 000	-	-	18	20 360	13	5 115
STORAGE	-	-	-	-	-	-	1	1 250	-	-
COMMUNICATIONS	1	350	-	-	-	-	7	6 290	8	30 270
UTILITIES	1	300	1	235	2	1 770	11	23 965	11	15 780
WHOLESALE TRADE	4	1 025	2	6 200	2	555	4	2 840	6	4 555
RETAIL TRADE	5	5 655	1	1 400	1	750	9	15 445	33	38 110
FINANCE AND INSURANCE	-	-	1	255	-	-	1	1 200	3	3 400
EDUCATION	8	4 345	3	3 330	-	-	40	40 555	60	136 290
HEALTH AND WELFARE	4	3 330	19	122 970	1	250	8	19 250	68	67 505
RECREATION	1	600	-	-	-	-	-	-	-	-
SERVICES TO BUS. MGMT.	1	500	-	-	1	300	2	435	1	500
PERSONAL SERVICES	-	-	-	-	1	800	-	-	-	-
ACCOMMODATION & FOOD	-	-	-	-	-	-	1	630	10	5 535
MISC. SERVICES	-	-	-	-	-	-	-	-	2	505
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMIN.	-	-	-	-	-	-	8	12 380	13	44 255
LOCAL ADMIN.	6	1 860	3	960	1	270	28	30 475	31	27 940
TOTAL	56	30 130	53	164 080	13	5 845	173	213 495	293	402 565
PERCENT %	4.2	1.6	3.9	8.7	1.0	.3	12.9	11.3	21.8	21.3
										POURCENT %

TABLE 12-TABEAU 12

BUMPING RIGHTS DROITS DE DEPLACEMENT										
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		UNRESTRICTED RIGHT AUCUNE RESTRICTION		RESTRICTED RIGHT DROIT RESTREINT		OTHER AUTRES DISPOSITIONS	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										NON-MANUFACTURIER
FORESTRY	39	18 480	11	4 180	6	2 640	22	11 660	-	-
FISHING	10	13 400	7	7 800	-	-	3	5 600	-	-
MINING	75	63 655	39	35 205	9	7 500	27	20 950	-	-
AIR TRANSPORT	27	33 240	5	5 980	9	16 235	13	11 025	-	-
RAILWAY TRANSPORT	23	99 665	3	1 400	8	9 675	12	88 590	-	-
WATER TRANSPORT	29	23 455	21	18 870	2	1 410	6	3 175	-	-
ROAD TRANSPORT	60	57 860	20	21 675	12	10 460	28	25 725	-	-
STORAGE	7	5 030	4	2 230	-	-	3	2 800	-	-
COMMUNICATIONS	43	141 301	28	93 581	6	6 745	9	40 975	-	-
UTILITIES	49	59 980	25	16 995	5	4 150	19	38 835	-	-
WHOLESALE TRADE	21	16 765	8	4 765	3	840	10	11 160	-	-
RETAIL TRADE	80	95 920	41	40 430	13	21 260	26	34 230	-	-
FINANCE AND INSURANCE	8	6 225	3	1 420	1	230	4	4 575	-	-
EDUCATION	367	406 205	283	316 950	9	3 405	75	85 850	-	-
HEALTH AND WELFARE	189	284 715	128	99 830	16	15 585	45	169 300	-	-
RECREATION	5	6 630	4	6 380	-	-	1	250	-	-
SERVICES TO BUS.MGMT.	17	7 490	13	5 955	1	505	3	1 030	-	-
PERSONAL SERVICES	2	2 700	1	1 900	-	-	1	800	-	-
ACCOMMODATION & FOOD	37	24 120	22	13 515	2	470	13	10 135	-	-
MISC. SERVICES	7	7 020	4	3 175	-	-	3	3 845	-	-
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	-	-	-	-
PROVINCIAL ADMIN.	63	217 175	57	195 055	2	8 800	4	13 320	-	-
LOCAL ADMIN.	137	104 430	91	72 580	11	13 765	35	18 085	-	-
TOTAL	1 346	1 886 335	869	1 160 745	115	123 675	362	601 915	-	-
PERCENT %	100.0	100.0	64.6	61.5	8.5	6.6	26.8	31.9	-	-

TABLE 13-TABLEAU 13

NOTICE OF LAYOFF
AVIS DE MISE A PIED

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		5 DAYS OR LESS 5 JOURS OU MOINS		6 TO 10 DAYS 6 A 10 JOURS		11 TO 15 DAYS 11 A 15 JOURS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	6	2 260	30	14 310	3	1 910	-	-	EXPLOIT. FORESTIERE
FISHING	10	13 400	5	6 900	2	900	2	5 100	-	-	PECHE
MINING	75	63 655	38	37 950	9	4 970	17	14 485	2	850	MINES
AIR TRANSPORT	27	33 240	8	18 880	3	1 360	9	6 735	2	2 860	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	10	12 750	10	85 370	-	-	1	350	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	14	8 190	9	6 665	3	5 200	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	34	36 070	10	10 680	3	2 155	-	-	TRANSPORTS ROUTIER
STORAGE	7	5 030	2	555	3	3 350	2	1 115	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	16	92 190	2	1 820	2	1 615	3	915	COMMUNICATIONS
UTILITIES	49	59 980	23	24 340	10	6 150	7	9 005	2	645	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	6	5 075	7	2 305	3	1 895	1	540	COMMERCE DE GROS
RETAIL TRADE	80	95 920	22	19 020	26	32 960	12	16 820	4	2 010	COMMERCE DE DETAIL
FINANCE AND INSURANCE											FINANCES & ASSURANCES
EDUCATION	8	6 225	2	1 185	-	-	2	445	-	-	ENSEIGNEMENT
HEALTH AND WELFARE	367	406 205	248	288 275	10	3 205	24	24 705	1	1 800	SERV. MEDICAUX/SOCIAUX
	189	284 715	32	24 930	11	11 400	45	95 805	7	60 805	
RECREATION	5	6 630	2	1 015	1	365	2	5 250	-	-	LOISIRS
SERVICES TO BUS, MGMT.	17	7 490	10	5 010	2	530	1	330	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	1	1 900	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	25	18 185	9	3 765	-	-	2	1 670	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	1	1 200	2	3 300	1	640	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	15	57 325	9	51 290	3	9 955	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	72	63 925	19	9 905	23	16 105	3	705	ADMIN. LOCALE
TOTAL	1 346	1 886 335	643	918 014	184	254 600	164	219 270	28	73 150	TOTAL
PERCENT %	100.0	100.0	47.8	48.7	13.7	13.5	12.2	11.6	2.1	3.9	POURCENT %

TABLE 13 (CONT'D.)-TABLEAU 13 (SUITE)

NOTICE OF LAYOFF AVIS DE MISE A PIED										
GROUPING	16 TO 20 DAYS		21 TO 25 DAYS		26 TO 30 DAYS		31 TO 40 DAYS		41 TO 60 DAYS	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										
FORESTRY	-	-	-	-	-	-	-	-	-	-
FISHING	-	-	-	-	-	-	-	-	-	-
MINING	-	-	1	225	2	805	-	-	1	580
AIR TRANSPORT	1	275	-	-	1	680	1	435	-	-
RAILWAY TRANSPORT	-	-	-	-	-	-	-	-	-	-
WATER TRANSPORT	2	3 180	-	-	-	-	1	220	-	-
ROAD TRANSPORT	5	1 815	-	-	6	6 290	-	-	1	600
STORAGE	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	9	18 686	1	730	2	7 750	1	880	4	11 510
UTILITIES	5	4 210	-	-	-	-	-	-	1	425
WHOLESALE TRADE	-	-	-	-	-	-	3	6 650	-	-
RETAIL TRADE	3	5 210	2	7 900	1	400	-	-	-	-
FINANCE AND INSURANCE	1	2 430	2	1 935	-	-	-	-	1	230
EDUCATION	4	2 515	16	30 220	2	625	5	2 140	2	2 370
HEALTH AND WELFARE	11	45 030	27	16 680	14	5 935	9	3 855	4	4 580
RECREATION	-	-	-	-	-	-	-	-	-	-
SERVICES TO BUS.MGMT.	-	-	-	-	1	240	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-
ACCOMMODATION & FOOD	-	-	-	-	-	-	-	-	-	-
MISC. SERVICES	2	1 675	-	-	-	-	1	205	-	-
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMIN.	9	28 920	2	14 040	7	9 355	13	30 380	1	1 860
LOCAL ADMIN.	6	1 920	3	4 635	1	950	2	535	2	1 775
TOTAL	58	115 866	54	76 365	37	33 030	36	45 300	17	23 930
PERCENT %	4.3	6.1	4.0	4.0	2.7	1.8	2.7	2.4	1.3	1.3
									TOTAL	
									POURCENT %	

TABLE 13 (CONT'D.) - TABLEAU 13 (SUITE)

NOTICE OF LAYOFF AVIS DE MISE A PIED									
GROUPING	61 DAYS OR MORE 61 JOURS OU PLUS		GRADUATED ECHELONNES		OTHER AUTRES DISPOSITIONS				
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
NON-MANUFACTURING									GROUPE
FORESTRY	-	-	-	-	-	-	-	-	NON-MANUFACTURIER
FISHING	-	-	-	-	-	-	-	-	EXPLOIT. FORESTIERE
MINING	1	1 280	1	435	3	500	2 075		PECHE
AIR TRANSPORT	-	-	1	265	1	1 750			MINES
RAILWAY TRANSPORT	-	-	-	-	2	1 195			TRANSPORTS AERIENS
WATER TRANSPORT	-	-	-	-	-	-			TRANSP. FERROVIAIRES
ROAD TRANSPORT	-	-	1	250	-	-			TRANSPORTS PAR EAU
STORAGE	-	-	-	-	-	-			TRANSPORTS ROUTIER
COMMUNICATIONS	-	-	3	5 205	-	-			ENTREPOSAGE
UTILITIES	-	-	1	15 205	-	-			COMMUNICATIONS
WHOLESALE TRADE	-	-	-	-	1	300			SERVICES D'UTILITE
RETAIL TRADE	1	750	6	8 150	3	2 700			COMMERCE DE GROS
FINANCE AND INSURANCE	-	-	-	-	-	-			COMMERCE DE DETAIL
EDUCATION	24	27 985	1	260	30	22 105			FINANCES & ASSURANCES
HEALTH AND WELFARE	1	7 000	24	7 075	4	1 620			ENSEIGNEMENT
RECREATION	-	-	-	-	-	-			SERV. MEDICAUX/SOCIAUX
SERVICES TO BUS.MGMT.	1	670	-	-	2	710			LOISIRS
PERSONAL SERVICES	-	-	1	800	-	-			SERV. AUX ENTREPRISES
ACCOMMODATION & FOOD	-	-	-	-	1	500			SERVICES PERSONNELS
MISC. SERVICES	-	-	-	-	-	-			HEBERGEMENT/RESTAUR.
FEDERAL ADMIN.	-	-	-	-	-	-			SERVICES DIVERS
PROVINCIAL ADMIN.	2	9 000	1	1 200	1	3 850			ADMIN. FEDERALE
LOCAL ADMIN.	-	-	1	360	5	3 615			ADMIN. PROVINCIALE
TOTAL	30	45 685	41	39 205	54	40 920			TOTAL
PERCENT %	2.2	2.5	3.0	2.1	4.0	2.2			POURCENT %

TABLE 14-TABLEAU 14

RECALL PROCEDURE
PROCEDURE DE RAPPEL

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		STRAIGHT SENIORITY ANCIENNETE SIMPLE		SENIORITY AND OTHER FACTORS ANCIENNETE ET AUTRES FACTEURS		STRAIGHT SENIOR. IF OTHER FACTORS EQUAL OR SUFF.		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	3	1 045	6	1 935	7	3 255	23	12 245	EXPLOIT. FORESTIERE
FISHING	10	13 400	6	6 300	-	-	1	1 500	3	5 600	PECHE
MINING	75	63 655	5	4 340	7	4 505	31	32 925	32	21 885	MINES
AIR TRANSPORT	27	33 240	3	5 505	12	20 855	4	3 360	8	3 520	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	10	65 005	9	31 900	3	2 435	1	325	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	14	12 230	5	4 155	2	735	8	6 335	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	10	11 500	23	19 700	6	7 140	21	19 520	TRANSPORTS ROUTIER
STORAGE	7	5 030	4	2 515	-	-	3	2 515	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	12	82 170	10	22 990	15	18 096	6	18 045	COMMUNICATIONS
UTILITIES	49	59 980	17	10 770	8	22 690	9	9 640	15	16 880	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	-	-	5	2 915	5	2 605	11	11 245	COMMERCE DE GROS
RETAIL TRADE	80	95 920	9	6 705	7	13 900	22	37 260	42	38 055	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	-	-	1	735	3	1 395	4	4 095	FINANCES & ASSURANCES
EDUCATION	367	406 205	180	160 515	27	17 600	92	180 820	68	47 270	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	23	53 195	13	12 435	88	154 715	65	64 370	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	2	5 415	1	600	2	615	-	-	LOISIRS
SERVICES TO BUS. MGMT.	17	7 490	6	3 275	1	230	7	2 895	3	1 090	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	-	-	-	-	1	800	1	1 900	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	3	1 135	6	5 500	15	12 195	13	5 290	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	-	-	2	940	4	5 875	1	205	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	32	138 505	8	26 650	14	34 825	9	17 195	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	37	30 885	23	18 670	39	38 420	38	16 455	ADMIN. LOCALE
TOTAL	1 346	1 886 335	427	791 884	174	228 905	373	554 021	372	311 525	TOTAL
PERCENT %	100.0	100.0	31.7	42.0	12.9	12.1	27.7	29.4	27.6	16.5	POURCENT %

TABLE 15-TABLEAU 15

DISTRIBUTION OF WORK DURING SLACK PERIODS									
REPARTITION DU TRAVAIL DURANT LES PERIODES DE RALENTISSEMENT DE L'ACTIVITE									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		PROVISION EXISTS DISPOSITION EXISTE		GROUPS		
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
NON-MANUFACTURING									
FORESTRY	39	18 480	39	18 480	-	-	NON-MANUFACTURIER		
FISHING	10	13 400	10	13 400	-	-	EXPLOIT. FORESTIERE		
MINING	75	63 655	72	57 985	3	5 670	PECHE		
							MINES		
AIR TRANSPORT	27	33 240	26	25 250	1	7 990	TRANSPORTS AERIENS		
RAILWAY TRANSPORT	23	99 665	23	99 665	-	-	TRANSP. FERROVIAIRES		
WATER TRANSPORT	29	23 455	28	22 305	1	1 150	TRANSPORTS PAR EAU		
ROAD TRANSPORT	60	57 860	58	57 310	2	550	TRANSPORTS ROUTIER		
STORAGE	7	5 030	7	5 030	-	-	ENTREPOSAGE		
COMMUNICATIONS	43	141 301	35	100 481	8	40 820	COMMUNICATIONS		
UTILITIES	49	59 980	46	58 560	3	1 420	SERVICES D'UTILITE		
WHOLESALE TRADE	21	16 765	19	16 090	2	675	COMMERCE DE GROS		
RETAIL TRADE	80	95 920	76	83 420	4	12 500	COMMERCE DE DETAIL		
FINANCE AND INSURANCE	8	6 225	8	6 225	-	-	FINANCES & ASSURANCES		
EDUCATION	367	406 205	335	387 560	32	18 645	ENSEIGNEMENT		
HEALTH AND WELFARE	189	284 715	182	277 500	7	7 215	SERV. MEDICAUX/SOCIAUX		
RECREATION	5	6 630	5	6 630	-	-	LOISIRS		
SERVICES TO BUS.MGMT.	17	7 490	16	7 090	1	400	SERV. AUX ENTREPRISES		
PERSONAL SERVICES	2	2 700	2	2 700	-	-	SERVICES PERSONNELS		
ACCOMMODATION & FOOD	37	24 120	35	23 295	2	825	HEBERGEMENT/RESTAUR.		
MISC. SERVICES	7	7 020	7	7 020	-	-	SERVICES DIVERS		
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	ADMIN. FEDERALE		
PROVINCIAL ADMIN.	63	217 175	61	208 075	2	9 100	ADMIN. PROVINCIALE		
LOCAL ADMIN.	137	104 430	135	99 930	2	4 500	ADMIN. LOCALE		
TOTAL	1 346	1 886 335	1 276	1 774 875	70	111 460	TOTAL		
PERCENT %	100.0	100.0	94.8	94.1	5.2	5.9	POURCENT %		

TABLE 16-TABLEAU 16

SEVERANCE PAY AND SUPPLEMENTARY UNEMPLOYMENT BENEFITS (S.U.B.) INDEMNITE DE CESSATION D'EMPLOI ET PRESTATIONS SUPPLEMENTAIRES DE CHOMAGE									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		SEVERANCE PAY PLANS PROGRAMMES D'INDEMNITE DE CESSATION D'EMPL		SEVERANCE PAY AND S.U.B. INDEMN. DE CESS. D'EMP. ET PREST. SUPPL. DE CHOM.		S.U.B. PLANS PROGRAMMES D'INDEMNITE SUPP DE CHOMAGE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV
NON-MANUFACTURING									NON-MANUFACTURER
FORESTRY	39	18 480	29	14 330	10	4 150	-	-	-
FISHING	10	13 400	10	13 400	-	-	-	-	-
MINING	75	63 655	37	26 915	34	21 065	-	-	15 675
AIR TRANSPORT	27	33 240	4	4 265	23	28 975	-	-	-
RAILWAY TRANSPORT	23	99 665	13	12 250	1	3 400	9	84 015	-
WATER TRANSPORT	29	23 455	13	6 970	10	10 235	1	475	5 775
ROAD TRANSPORT	60	57 860	53	48 295	7	9 565	-	-	-
STORAGE	7	5 030	1	205	5	4 225	1	600	-
COMMUNICATIONS	43	141 301	16	49 640	27	91 661	-	-	-
UTILITIES	49	59 980	38	32 570	11	27 410	-	-	-
WHOLESALE TRADE	21	16 765	10	9 580	7	5 935	2	675	2
RETAIL TRADE	80	95 920	56	65 380	22	27 740	1	1 400	1 400
FINANCE AND INSURANCE	8	6 225	1	255	7	5 970	-	-	-
EDUCATION	367	406 205	253	163 305	113	239 300	-	-	3 600
HEALTH AND WELFARE	189	284 715	139	90 900	35	81 340	1	500	141 975
RECREATION	5	6 630	3	5 965	2	665	-	-	-
SERVICES TO BUS. MGMT.	17	7 490	9	3 185	8	4 305	-	-	-
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	-
ACCOMMODATION & FOOD	37	24 120	29	12 695	7	11 225	-	-	200
MISC. SERVICES	7	7 020	6	6 345	1	675	-	-	-
FEDERAL ADMIN.	51	190 874	-	-	51	190 874	-	-	-
PROVINCIAL ADMIN.	63	217 175	18	70 260	45	146 915	-	-	-
LOCAL ADMIN.	137	104 430	111	86 465	26	17 965	-	-	-
TOTAL	1 346	1 886 335	851	725 875	452	933 595	15	87 665	28 139 200
PERCENT %	100.0	100.0	63.2	38.5	33.6	49.5	1.1	4.6	2.1 7.4
									POURCENT %

TABLE 17-TABEAU 17

POSTING OF JOB VACANCIES
AFFICHAGE DES POSTES VACANTS

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		PROVISION EXISTS BUT PERIOD NOT SPECIFIED		CALENDAR DAYS 7 OR LESS		CALENDAR DAYS MORE THAN 7 LESS THAN 15	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										
FORESTRY	39	18 480	1	580	-	-	9	2 405	2	1 325
FISHING	10	13 400	9	11 900	-	-	-	-	-	-
MINING	75	63 655	10	6 010	3	5 230	19	25 525	-	-
AIR TRANSPORT	27	33 240	6	12 255	8	12 495	1	1 000	3	2 995
RAILWAY TRANSPORT	23	99 665	4	57 405	4	4 640	3	20 805	4	8 455
WATER TRANSPORT	29	23 455	15	13 710	2	1 180	-	-	-	-
ROAD TRANSPORT	60	57 860	9	10 475	6	7 525	10	11 680	-	-
STORAGE	7	5 030	3	1 870	2	1 060	-	-	-	-
COMMUNICATIONS	43	141 301	8	48 805	12	47 395	4	6 020	2	750
UTILITIES	49	59 980	3	1 790	9	21 740	2	1 400	4	3 165
WHOLESALE TRADE	21	16 765	2	1 400	2	2 100	-	-	-	-
RETAIL TRADE	80	95 920	42	47 025	10	11 920	5	12 270	-	-
FINANCE AND INSURANCE	8	6 225	-	-	-	-	-	-	-	-
EDUCATION	367	406 205	153	218 895	78	58 760	19	7 120	7	17 205
HEALTH AND WELFARE	189	284 715	12	14 635	11	8 940	58	81 015	8	23 255
RECREATION	5	6 630	2	5 365	1	250	-	-	-	-
SERVICES TO BUS.MGMT.	17	7 490	7	3 780	3	1 300	-	-	-	-
PERSONAL SERVICES	2	2 700	1	1 900	-	-	-	-	-	-
ACCOMMODATION & FOOD	37	24 120	18	15 645	2	600	3	2 170	-	-
MISC. SERVICES	7	7 020	3	4 405	1	1 000	-	-	-	-
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	-	-	-	-
PROVINCIAL ADMIN.	63	217 175	31	111 055	9	27 085	3	1 755	3	12 495
LOCAL ADMIN.	137	104 430	30	25 420	17	22 145	9	7 835	5	2 720
TOTAL	1 346	1 886 335	420	805 199	180	235 365	145	181 000	38	72 365
PERCENT %	100.0	100.0	31.2	42.7	13.4	12.5	10.8	9.6	2.8	3.8

TABLE 17 (CONT'D.)-TABLEAU 17 (SUITE)

POSTING OF JOB VACANCIES AFFICHAGE DES POSTES VACANTS									
GROUPING	CALENDAR DAYS 15 OR MORE JOURS CIVILS 15 OU PLUS		WORKING DAYS 7 OR LESS JOURS OUVRABLES 7 OU MOINS		WORKING DAYS MORE THAN 7 JOURS OUVRABLES PLUS DE 7		DURATION STATED- NOT SPECIFIED IF WORK. OR CAL. DAYS DUREE INDIQUEE- NON-SPECIFIE SI JRS. OUVR. OU CIV.		OTHER AUTRES DISPOSITIONS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	1	800	20	8 680	3	2 150	2	1 215	1 325
FISHING	-	-	-	-	-	-	1	1 500	-
MINING	-	-	31	20 750	1	455	11	5 685	-
AIR TRANSPORT	-	-	3	755	-	-	6	3 740	-
RAILWAY TRANSPORT	-	-	-	-	-	-	8	8 360	-
WATER TRANSPORT	-	-	3	1 095	1	355	8	7 115	-
ROAD TRANSPORT	-	-	16	16 370	4	1 555	15	10 255	-
STORAGE	-	-	2	2 100	-	-	-	-	-
COMMUNICATIONS	-	-	6	24 271	1	225	10	13 835	-
UTILITIES	1	2 150	14	10 710	3	1 460	12	17 355	2 10
WHOLESALE TRADE	-	-	14	12 415	-	-	2	475	375
RETAIL TRADE	2	1 800	13	16 175	5	5 365	2	620	745
FINANCE AND INSURANCE	-	-	8	6 225	-	-	-	-	-
EDUCATION	4	4 850	58	34 000	19	31 175	23	29 425	4 775
HEALTH AND WELFARE	10	37 820	38	14 870	2	680	50	103 500	-
RECREATION	-	-	2	1 015	-	-	-	-	-
SERVICES TO BUS. MGMT.	-	-	5	1 500	1	670	1	240	-
PERSONAL SERVICES	-	-	1	800	-	-	-	-	-
ACCOMMODATION & FOOD	-	-	8	3 495	-	-	6	2 210	-
MISC. SERVICES	-	-	1	640	-	-	2	975	-
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMIN.	-	-	3	6 700	13	55 485	1	2 600	-
LOCAL ADMIN.	1	425	40	21 815	12	10 090	22	13 745	235
TOTAL	19	47 845	286	204 381	65	109 665	182	222 850	7 665
PERCENT %	1.4	2.5	21.2	10.8	4.8	5.8	13.5	11.8	.4
									TOTAL
									POURCENT %

TABLE 18-TABLEAU 18

INITIAL GRIEVANCE PRESENTATION
PRESENTATION DES GRIEFS AU PREMIER PALIER

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		EMPLOYEE ONLY EMPLOYE SEUL		UNION REPRESENTATIVE REPRESENTANT SYNDICAL		EMPLOYEE WITH OR WITHOUT UNION REPRESENTATIVE		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	1	580	2	475	-	-	35	17 200	EXPLOIT. FORESTIERE
FISHING	10	13 400	-	-	2	200	-	700	1	4 000	PECHE
MINING	75	63 655	-	-	3	590	-	-	72	60 065	MINES
AIR TRANSPORT	27	33 240	-	-	4	575	2	6 500	21	20 165	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	1	55 000	3	28 600	2	1 055	15	13 130	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	-	-	4	2 400	13	11 155	12	10 060	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	1	305	5	3 505	2	530	51	53 130	TRANSPORTS ROUTIER
STORAGE	7	5 030	-	-	3	2 365	3	1 165	1	1 500	ENTREPOSAGE
COMMUNICATIONS	43	141 301	1	950	5	16 850	2	4 000	29	98 790	COMMUNICATIONS
UTILITIES	49	59 980	-	-	7	2 315	5	20 155	32	31 605	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	-	-	-	-	3	2 300	16	12 825	COMMERCE DE GROS
RETAIL TRADE	80	95 920	1	260	4	4 120	5	4 535	63	79 675	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	-	-	2	465	1	2 430	4	3 095	FINANCES & ASSURANCES
EDUCATION	367	406 205	38	29 120	69	56 645	7	68 425	193	196 880	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	4	3 935	19	15 895	7	6 860	158	256 525	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	-	-	1	250	-	-	3	1 380	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	-	-	-	-	2	630	15	6 860	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	-	-	1	1 900	-	-	1	800	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	-	-	2	1 665	9	3 675	25	18 560	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	-	-	2	2 200	1	675	2	3 300	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	3	1 535	-	-	-	-	48	189 339	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	-	-	3	3 965	3	4 720	55	192 690	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	-	-	26	16 015	6	1 885	70	57 580	ADMIN. LOCALE
TOTAL	1 346	1 886 335	50	91 685	167	171 835	75	141 395	922	1 329 154	TOTAL
PERCENT %	100.0	100.0	3.7	4.9	12.4	9.1	5.6	7.5	68.5	70.5	POURCENT %

TABLE 18 (CONT'D.)-TABLEAU 18 (SUITE)

INITIAL GRIEVANCE PRESENTATION PRESENTATION DES GRIEFS AU PREMIER PALIER									
GROUPING	UNION OR EMPLOYEE REPRESENTATIVE		GRIEVANCE COMMITTEE		OTHER AUTRES DISPOSITIONS		GROUPE		
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
NON-MANUFACTURING							NON-MANUFACTURIER		
FORESTRY	1	225	-	1	-	-	EXPLOIT. FORESTIERE		
FISHING	-	-	-	-	-	4	PECHE		
MINING	-	-	-	-	-	-	MINES		
AIR TRANSPORT	-	-	-	-	-	-	TRANSPORTS AERIENS		
RAILWAY TRANSPORT	1	1 530	-	350	-	-	TRANSP. FERROVIAIRES		
WATER TRANSPORT	-	-	-	-	-	-	TRANSPORTS PAR EAU		
ROAD TRANSPORT	-	-	-	390	-	-	TRANSPORTS ROUTIER		
STORAGE	-	-	-	-	-	-	ENTREPOSAGE		
COMMUNICATIONS	4	19 770	2	941	-	-	COMMUNICATIONS		
UTILITIES	3	4 645	2	1 260	-	-	SERVICES D'UTILITE		
WHOLESALE TRADE	1	1 300	1	340	-	-	COMMERCE DE GROS		
RETAIL TRADE	3	2 550	3	1 180	-	1	COMMERCE DE DETAIL		
FINANCE AND INSURANCE	-	-	1	235	-	-	FINANCES & ASSURANCES		
EDUCATION	20	24 765	27	20 775	13	9 595	ENSEIGNEMENT		
HEALTH AND WELFARE	1	1 500	-	-	-	-	SERV. MEDICAUX/SOCIAUX		
RECREATION	-	-	-	-	-	5 000	LOISIRS		
SERVICES TO BUS. MGMT.	-	-	-	-	-	-	SERV. AUX ENTREPRISES		
PERSONAL SERVICES	-	-	-	-	-	-	SERVICES PERSONNELS		
ACCOMMODATION & FOOD	1	220	-	-	-	-	HEBERGEMENT/RESTAUR.		
MISC. SERVICES	2	845	-	-	-	-	SERVICES DIVERS		
FEDERAL ADMIN.	-	-	-	-	-	-	ADMIN. FEDERALE		
PROVINCIAL ADMIN.	1	11 100	-	-	1	4 700	ADMIN. PROVINCIALE		
LOCAL ADMIN.	8	6 640	22	19 480	5	2 830	ADMIN. LOCALE		
TOTAL	46	75 090	61	46 051	25	31 125	TOTAL		
PERCENT %	3.4	4.0	4.5	2.4	1.9	1.7	POURCENT %		

SPECIAL GRIEVANCE PROCEDURE IN DISMISSAL CASES PROCEDURE PARTICULIERE D'EXAMEN DES GRIEFS DANS LES CAS DE CONGEDIEMENT											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		NUMBER OF STEPS REDUCED REDUCTION DU NOMBRE DE PALIERS		DURATION OF DELAYS BETWEEN STEPS REDUCED REDUCTION DES DELAIS ENTRE PALIERS		NUMBER OF STEPS AND DURATION OF DELAYS REDUCED REDUCTION DES DELAIS ET DU NBRE DE PALIERS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	21	8 030	17	10 210	-	-	1	240	EXPLOIT. FORESTIERE
FISHING	10	13 400	10	13 400	-	-	-	-	-	-	PECHE
MINING	75	63 655	15	6 960	51	36 500	4	3 475	5	16 720	MINES
AIR TRANSPORT	27	33 240	6	4 890	15	18 495	1	3 500	5	6 355	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	7	60 140	14	38 610	1	565	1	350	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	15	10 285	12	11 185	1	985	1	1 000	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	23	26 445	26	19 640	7	9 755	4	2 020	TRANSPORTS ROUTIER
STORAGE	7	5 030	6	4 670	1	360	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	24	65 860	13	70 185	-	-	6	5 256	COMMUNICATIONS
UTILITIES	49	59 980	30	36 230	12	7 390	5	11 965	2	4 395	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	9	11 270	9	4 555	1	300	2	640	COMMERCE DE GROS
RETAIL TRADE	80	95 920	24	20 660	27	32 320	10	18 285	19	24 655	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	4	1 920	3	3 570	-	-	1	735	FINANCES & ASSURANCES
EDUCATION	367	406 205	285	331 830	63	58 055	8	6 890	11	9 430	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	57	165 700	110	79 300	6	12 380	16	27 335	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	4	6 215	1	415	-	-	-	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	4	1 345	7	2 725	1	500	5	2 920	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	11	12 640	19	7 975	2	1 350	5	2 155	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	4	3 045	2	3 300	-	-	1	675	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	5	3 550	46	187 324	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	8	28 015	54	188 125	-	-	1	1 035	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	88	65 675	45	36 420	1	1 100	3	1 235	ADMIN. LOCALE
TOTAL	1 346	1 886 335	662	891 475	547	816 659	48	71 050	89	107 151	TOTAL
PERCENT %	100.0	100.0	49.2	47.3	40.6	43.3	3.6	3.8	6.6	5.7	POURCENT %

TABLE 20-TABLEAU 20

COMPENSATION FOR GRIEVANCE WORK REMUNERATION POUR LA PERIODE CONSACREE AU REGLEMENT DE GRIEFS										
	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		PAY DURING REG- ULAR HRS. OF WORK		PAY FOR A LIMITED NUMBER OF HOURS		NO INDICATION IF TIME PAID OR UNPAID	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
GROUPING									GROUPE	
NON-MANUFACTURING									NON-MANUFACTURIER	
FORESTRY	39	18 480	25	12 875	11	4 310	-	-	2	695
FISHING	10	13 400	10	13 400	-	-	-	-	-	-
MINING	75	63 655	11	9 880	54	48 515	7	4 400	1	350
AIR TRANSPORT	23	33 240	10	16 730	13	13 065	1	740	3	2 705
RAILWAY TRANSPORT	27	99 665	21	99 080	2	585	-	-	-	-
WATER TRANSPORT	29	23 455	20	13 960	9	9 435	-	-	-	-
ROAD TRANSPORT	60	57 860	18	24 200	41	32 960	-	-	-	-
STORAGE	7	5 030	5	4 465	1	360	-	-	1	205
COMMUNICATIONS	43	141 301	7	5 820	36	135 481	-	-	-	-
UTILITIES	49	59 980	17	12 385	29	45 325	2	1 970	-	-
WHOLESALE TRADE	21	16 765	6	5 625	14	10 840	1	300	-	-
RETAIL TRADE	80	95 920	31	29 690	43	61 930	1	365	4	2 435
FINANCE AND INSURANCE	8	6 225	2	490	6	5 735	-	-	-	-
EDUCATION	367	406 205	242	225 620	117	175 890	-	-	5	3 555
HEALTH AND WELFARE	189	284 715	36	32 865	144	222 420	2	23 200	7	6 230
RECREATION	5	6 630	2	5 365	3	1 265	-	-	-	-
SERVICES TO BUS. MGMT.	17	7 490	6	2 620	10	4 470	-	-	-	-
PERSONAL SERVICES	2	2 700	1	1 900	1	800	-	-	-	-
ACCOMMODATION & FOOD	37	24 120	16	15 360	20	7 860	-	-	1	900
MISC. SERVICES	7	7 020	2	1 875	4	2 145	-	-	1	3 000
FEDERAL ADMIN.	51	190 874	4	2 585	47	188 289	-	-	-	-
PROVINCIAL ADMIN.	63	217 175	4	9 405	55	203 415	-	-	4	4 355
LOCAL ADMIN.	137	104 430	47	43 625	83	57 350	4	2 260	2	995
TOTAL	1 346	1 886 335	543	589 820	743	1 232 505	18	33 235	31	25 425
PERCENT %	100.0	100.0	40.3	31.3	55.2	65.3	1.3	1.8	2.3	1.3
										POURCENT %

TABLE 20 (CONT'D.) - TABLEAU 20 (SUITE)

COMPENSATION FOR GRIEVANCE WORK REMUNERATION POUR LA PERIODE CONSACREE AU REGLEMENT DE GRIEFS						
GROUPING	UNPAID LEAVE CONGE AUTORISE NON PAYE		OTHER AUTRES DISPOSITIONS			
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV		
NON-MANUFACTURING						
FORESTRY	1	600	-	-		NON-MANUFACTURIER
FISHING	-	-	-	-		EXPLOIT. FORESTIERE
MINING	1	300	1	2 10		PECHE
AIR TRANSPORT	-	-	-	-		MINES
RAILWAY TRANSPORT	-	-	-	-		TRANSPORTS AERIENS
WATER TRANSPORT	-	-	-	-		TRANSP. FERROVIAIRES
ROAD TRANSPORT	1	700	-	-		TRANSPORTS PAR EAU
STORAGE	-	-	-	-		TRANSPORTS ROUTIER
COMMUNICATIONS	-	-	-	-		ENTREPOSAGE
UTILITIES	1	300	-	-		COMMUNICATIONS
WHOLESALE TRADE	-	-	-	-		SERVICES D'UTILITE
RETAIL TRADE	1	1 500	-	-		COMMERCE DE GROS
FINANCE AND INSURANCE	-	-	-	-		COMMERCE DE DETAIL
EDUCATION	1	400	2	740		FINANCES & ASSURANCES
HEALTH AND WELFARE	-	-	-	-		ENSEIGNEMENT
RECREATION	-	-	-	-		SERV. MEDICAUX/SOCIAUX
SERVICES TO BUS.MGMT.	-	-	-	-		LOISIRS
PERSONAL SERVICES	-	-	1	400		SERV. AUX ENTREPRISES
ACCOMMODATION & FOOD	-	-	-	-		SERVICES PERSONNELS
MISC. SERVICES	-	-	-	-		HEBERGEMENT/RESTAUR.
FEDERAL ADMIN.	-	-	-	-		SERVICES DIVERS
PROVINCIAL ADMIN.	-	-	-	-		ADMIN. FEDERALE
LOCAL ADMIN.	-	-	1	200		ADMIN. PROVINCIALE
TOTAL	6	3 800	5	1 550		TOTAL
PERCENT %	.4	.2	.4	.1		POURCENT %

TABLE 21-TABLEAU 21

COMPENSATION OF UNION OFFICIALS IN NEGOTIATION OF COLLECTIVE AGREEMENT REMUNERATION DES REPRESENTANTS SYNDICAUX OCCUPES A LA NEGOCIATION D'UNE CONVENTION COLLECTIVE									
GROUPING	ALL AGREEMENTS		NO PROVISION		COMPENSATION FOR TOTAL HOURS		COMPENSATION LIMITED TO REG. HOURS OF WORK		GROUPS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	39	18 480	34	16 230	1	600	2	600	-
FISHING	10	13 400	10	13 400	-	-	-	-	-
MINING	75	63 655	61	55 755	-	-	8	6 135	3
AIR TRANSPORT	27	33 240	16	23 320	2	3 220	5	2 140	1
RAILWAY TRANSPORT	23	99 665	21	98 850	1	580	1	235	-
WATER TRANSPORT	29	23 455	20	13 975	1	600	4	3 695	1
ROAD TRANSPORT	60	57 860	43	44 950	2	915	13	11 060	-
STORAGE	7	5 030	6	4 670	-	-	1	360	-
COMMUNICATIONS	43	141 301	16	35 135	5	14 841	15	34 800	3
UTILITIES	49	59 980	21	32 960	2	660	16	19 235	6
WHOLESALE TRADE	21	16 765	10	12 730	1	200	9	3 535	1
RETAIL TRADE	80	95 920	32	26 710	4	9 035	36	53 785	3
FINANCE AND INSURANCE	8	6 225	3	3 840	2	1 160	3	1 225	-
EDUCATION	367	406 205	212	241 955	12	11 290	119	129 835	19
HEALTH AND WELFARE	189	284 715	34	56 905	17	75 685	119	92 900	5
RECREATION	5	6 630	3	5 780	-	-	2	850	-
SERVICES TO BUS. MGMT.	17	7 490	10	4 970	-	-	1	300	3
PERSONAL SERVICES	2	2 700	1	1 900	1	800	-	-	-
ACCOMMODATION & FOOD	37	24 120	20	17 505	-	-	16	6 415	1
MISC. SERVICES	7	7 020	4	2 705	-	-	2	1 315	-
FEDERAL ADMIN.	51	190 874	6	5 335	-	-	1	2 665	-
PROVINCIAL ADMIN.	63	217 175	8	74 015	23	86 875	26	50 855	2
LOCAL ADMIN.	137	104 430	47	48 010	13	8 915	68	43 315	3
TOTAL	1 346	1 886 335	638	841 605	87	215 376	467	465 255	51
PERCENT %	100.0	100.0	47.4	44.6	6.5	11.4	34.7	24.7	3.8
									3.1
									POURCENT %

TABLE 21 (CONT'D.)-TABLEAU 21 (SUITE)

COMPENSATION OF UNION OFFICIALS IN NEGOTIATION OF COLLECTIVE AGREEMENT REMUNERATION DES REPRESENTANTS SYNDICAUX OCCUPES A LA NEGOCIATION D'UNE CONVENTION COLLECTIVE									
GROUPING	TIME OFF: NO INDICATION IF PAID OR UNPAID		UNPAID LEAVE OF ABSENCE		OTHER AUTRES DISPOSITIONS		AGMTS CONV	WORKERS TRAV	GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	1	450	1	600	-	-			EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-			PECHE
MINING	-	-	2	525	1	210			MINES
AIR TRANSPORT	1	225	2	3 335	-	-			TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	-	-			TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	3	4 200	-	-			TRANSPORTS PAR EAU
ROAD TRANSPORT	-	-	2	935	-	-			TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-			ENTREPOSAGE
COMMUNICATIONS	-	-	4	38 800	-	-			COMMUNICATIONS
UTILITIES	2	880	2	1 845	-	-			SERVICES D'UTILITE
WHOLESALE TRADE	-	-	-	-	-	-			COMMERCE DE GROS
RETAIL TRADE	-	-	5	5 505	-	-			COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	-	-			FINANCES & ASSURANCES
EDUCATION	1	600	2	690	2	890			ENSEIGNEMENT
HEALTH AND WELFARE	2	6 800	11	45 510	1	440			SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-			LOISIRS
SERVICES TO BUS.MGMT.	1	400	1	670	1	400			SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-			SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	-			HEBERGEMENT/RESTAUR.
MISC. SERVICES	1	3 000	-	-	-	-			SERVICES DIVERS
FEDERAL ADMIN.	-	-	44	182 874	-	-			ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	4	3 620	-	-			ADMIN. PROVINCIALE
LOCAL ADMIN.	3	1 335	1	800	2	415			ADMIN. LOCALE
TOTAL	12	13 690	84	289 909	7	2 355			TOTAL
PERCENT %	.9	.7	6.2	15.4	.5	.1			POURCENT %

TABLE 22-TABLEAU 22

ARBITRATION - NUMBER OF ARBITRATORS ARBITRAGE - NOMBRE D'ARBITRES										
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		SINGLE ARBITRATOR UN SEUL ARBITRE		PANEL OF ARBITRATORS LISTE D'ARBITRES		BOARD OF ARBITRATORS CONSEIL D'ARBITRAGE	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										NON-MANUFACTURIER
FORESTRY	39	18 480	1	580	2	850	-	-	32	14 420
FISHING	10	13 400	3	4 400	1	1 500	-	-	4	6 600
MINING	75	63 655	1	300	11	6 585	38	25 885	13	21 790
AIR TRANSPORT	27	33 240	-	-	5	4 870	4	3 725	8	5 780
RAILWAY TRANSPORT	23	99 665	-	-	12	34 495	2	55 350	2	5 900
WATER TRANSPORT	29	23 455	-	-	16	10 425	4	2 070	2	2 680
ROAD TRANSPORT	60	57 860	2	530	18	12 900	4	6 900	22	24 530
STORAGE	7	5 030	-	-	1	600	-	-	6	4 430
COMMUNICATIONS	43	141 301	2	3 850	13	30 025	8	5 530	13	43 751
UTILITIES	49	59 980	1	1 100	7	6 040	10	16 110	22	29 125
WHOLESALE TRADE	21	16 765	-	-	8	3 820	1	5 900	7	3 955
RETAIL TRADE	80	95 920	2	625	23	26 095	5	2 150	32	38 700
FINANCE AND INSURANCE	8	6 225	-	-	2	2 685	1	210	3	2 170
EDUCATION	367	406 205	45	23 805	36	35 470	32	70 095	169	135 595
HEALTH AND WELFARE	189	284 715	4	3 780	3	3 780	5	53 455	116	98 765
RECREATION	5	6 630	-	-	2	5 600	-	-	2	615
SERVICES TO BUS.MGMT.	17	7 490	-	-	4	1 185	1	500	6	2 270
PERSONAL SERVICES	2	2 700	-	-	-	-	1	800	1	1 900
ACCOMMODATION & FOOD	37	24 120	-	-	7	2 695	4	1 430	22	17 685
MISC. SERVICES	7	7 020	-	-	2	3 205	-	-	5	3 815
FEDERAL ADMIN.	51	190 874	4	2 020	-	-	-	-	1	225
PROVINCIAL ADMIN.	63	217 175	10	51 490	3	18 285	2	31 285	25	71 660
LOCAL ADMIN.	137	104 430	3	1 185	30	17 255	12	22 500	73	43 685
TOTAL	1 346	1 886 335	78	93 665	206	228 365	134	303 895	586	580 046
PERCENT %	100.0	100.0	5.8	5.0	15.3	12.1	10.0	16.1	43.5	30.7

TABLE 22 (CONT'D.) - TABLEAU 22 (SUITE)

ARBITRATION - NUMBER OF ARBITRATORS ARBITRAGE - NOMBRE D'ARBITRES									
GROUPING	SINGLE ARBITRATOR OR BOARD OF ARBITR.		ADJUDICATION		OTHER		GROUPE		
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
NON-MANUFACTURING							NON-MANUFACTURIER		
FORESTRY	4	2 630	-	-	-	-	EXPLOIT. FORESTIERE		
FISHING	2	900	-	-	-	-	PECHE		
MINING	12	9 095	-	-	-	-	MINES		
AIR TRANSPORT	7	13 360	3	5 505	-	-	TRANSPORTS AERIENS		
RAILWAY TRANSPORT	-	-	-	-	7	3 920	TRANSP. FERROVIAIRES		
WATER TRANSPORT	4	4 080	3	4 200	-	-	TRANSPORTS PAR EAU		
ROAD TRANSPORT	11	8 950	-	-	3	4 050	TRANSPORTS ROUTIER		
STORAGE	-	-	-	-	-	-	ENTREPOSAGE		
COMMUNICATIONS	3	1 745	4	56 400	-	-	COMMUNICATIONS		
UTILITIES	7	6 245	2	1 360	-	-	SERVICES D'UTILITE		
WHOLESALE TRADE	4	2 550	-	-	1	540	COMMERCE DE GROS		
RETAIL TRADE	14	21 970	2	2 120	2	4 260	COMMERCE DE DETAIL		
FINANCE AND INSURANCE	2	1 160	-	-	-	-	FINANCES & ASSURANCES		
EDUCATION	54	105 765	10	19 825	21	15 650	ENSEIGNEMENT		
HEALTH AND WELFARE	47	104 090	14	20 845	-	-	SERV. MEDICAUX/SOCIAUX		
RECREATION	-	-	1	415	-	-	LOISIRS		
SERVICES TO BUS. MGMT.	3	1 375	3	2 160	-	-	SERV. AUX ENTREPRISES		
PERSONAL SERVICES	-	-	-	-	-	-	SERVICES PERSONNELS		
ACCOMMODATION & FOOD	3	2 070	-	-	1	240	HEBERGEMENT/RESTAUR.		
MISC. SERVICES	-	-	-	-	-	-	SERVICES DIVERS		
FEDERAL ADMIN.	-	-	46	188 629	-	-	ADMIN. FEDERALE		
PROVINCIAL ADMIN.	5	18 300	17	25 445	1	710	ADMIN. PROVINCIALE		
LOCAL ADMIN.	17	17 495	-	-	2	2 310	ADMIN. LOCALE		
TOTAL	199	321 780	105	326 904	38	31 680	TOTAL		
PERCENT %	14.8	17.1	7.8	17.3	2.8	1.7	POURCENT %		

TABLE 23-TABEAU 23

NORMAL WORKWEEK (DAYS PER WEEK) SEMAINE NORMALE DE TRAVAIL (NOMBRE DE JOURS PAR SEMAINE)									
ALL AGREEMENTS TOUTES LES CONVENTIONS	NO PROVISION AUCUNE DISPOSITION		LESS THAN 4 DAYS MOINS DE 4 JOURS		4 DAYS 4 JOURS		5 DAYS 5 JOURS		GROUP GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	39	18 480	-	-	-	-	39	18 480	EXPLOIT. FORESTIERE
FISHING	10	13 400	1	1 000	-	-	4	5 900	PECHE
MINING	75	63 655	1	200	-	-	73	63 235	MINES
AIR TRANSPORT	27	33 240	7	8 290	-	-	18	23 945	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	1	670	-	-	22	98 995	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	6	2 815	-	-	23	20 640	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	2	1 730	1	390	55	55 030	TRANSPORTS ROUTIER
STORAGE	7	5 030	2	1 610	-	-	5	3 420	ENTREPOSAGE
COMMUNICATIONS	43	141 301	2	2 200	-	-	40	138 901	COMMUNICATIONS
UTILITIES	49	59 980	1	360	-	-	46	58 420	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	1	300	-	-	20	16 465	COMMERCE DE GROS
RETAIL TRADE	80	95 920	5	4 965	-	-	74	90 575	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	-	-	-	-	8	6 225	FINANCES & ASSURANCES
EDUCATION	367	406 205	238	212 570	-	-	129	193 635	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	5	2 970	-	-	181	278 685	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	2	5 600	-	-	3	1 030	LOISIRS
SERVICES TO BUS. MGMT.	17	7 490	-	-	-	-	17	7 490	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	-	-	-	-	2	2 700	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	-	-	-	-	37	24 120	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	-	-	-	-	6	6 815	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	3	735	-	-	47	188 739	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	3	7 230	-	-	59	205 245	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	5	2 095	2	5 180	118	89 270	ADMIN. LOCALE
TOTAL	1 346	1 886 335	285	255 340	3	5 570	1 026	1 597 960	TOTAL
PERCENT %	100.0	100.0	21.2	13.5	.2	.3	.5	76.2	POURCENT %
								84.7	

TABLE 23 (CONT'D.)-TABLEAU 23 (SUITE)

NORMAL WORKWEEK (DAYS PER WEEK) SEMAINE NORMALE DE TRAVAIL (NOMBRE DE JOURS PAR SEMAINE)						
GROUPING	6 DAYS 6 JOURS		IRREGULAR IRREGULIER			
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV		
NON-MANUFACTURING						NON-MANUFACTURIER
FORESTRY	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	-	5	6 500	PECHE
MINING	1	220	-	-	-	MINES
AIR TRANSPORT	-	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	2	710	-	-	-	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	-	-	-	1	200	COMMUNICATIONS
UTILITIES	2	1 200	-	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	-	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	-	-	-	1	380	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	-	-	-	-	-	ENSEIGNEMENT
HEALTH AND WELFARE	-	-	-	3	3 060	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	-	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	1	205	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	1	1 400	ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	-	-	-	8	4 185	ADMIN. LOCALE
TOTAL	6	2 335	19	15 725		TOTAL
PERCENT %	.4	.1	1.4	.8		POURCENT %

TABLE 24-TABLEAU 24

DAILY HOURS DUREE JOURNALIERE DU TRAVAIL									
ALL AGREEMENTS TOUTES LES CONVENTIONS	NO PROVISION AUCUNE DISPOSITION		LESS THAN 7 HOURS MOINS DE 7 HEURES		7 HOURS 7 HEURES		GREATER THAN 7 HOURS, LESS THAN 7 1/2 HRS. PLUS DE 7 HRS MOINS DE 7 HRS ET DEMIE		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	39	18 480	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	10	13 400	6	10 500	-	-	-	-	PECHE
MINING	75	63 655	-	-	-	-	-	-	MINES
AIR TRANSPORT	27	33 240	7	8 290	-	-	-	1	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	1	670	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	2	830	-	-	580	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	3	1 015	1	410	-	-	TRANSPORTS ROUTIER
STORAGE	7	5 030	3	1 815	-	-	700	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	4	12 410	-	-	10 690	1	COMMUNICATIONS
UTILITIES	49	59 980	-	-	3	1 230	29 150	2	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	-	-	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	80	95 920	5	4 965	-	-	5 700	15	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	-	-	-	-	1 605	3	FINANCES & ASSURANCES
EDUCATION	367	406 205	239	212 850	7	10 275	50 150	5	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	4	2 720	2	2 115	22 410	11	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	1	5 000	1	600	-	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	-	-	-	-	-	1	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	-	-	-	-	675	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	4	2 135	-	-	1 100	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	2	1 075	1	8 000	61 575	27	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	6	3 355	8	11 145	13 645	2	ADMIN. LOCALE
TOTAL	1 346	1 886 335	287	267 630	23	33 775	197 980	68	TOTAL
PERCENT %	100.0	100.0	21.3	14.2	1.7	1.8	10.5	5.1	POURCENT %

TABLE 24 (CONT'D.) - TABLEAU 24 (SUITE)

DAILY HOURS DUREE JOURNALIERE DU TRAVAIL									
GROUPING	7 1/2 HOURS 7 HEURES ET DEMIE		GREATER THAN 7 1/2 HRS., LESS THAN 8 HOURS		8 HOURS 8 HEURES		GREATER THAN 8 HOURS, LESS THAN 9 HOURS		9 HOURS 9 HEURES
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	-	-	35	17 445	1	250	3
FISHING	-	-	-	-	1	1 500	-	-	-
MINING	-	-	-	-	74	63 355	-	-	-
AIR TRANSPORT	7	7 560	1	300	9	13 915	-	-	1
RAILWAY TRANSPORT	-	-	-	-	22	98 995	-	-	-
WATER TRANSPORT	1	2 600	-	-	23	17 910	-	-	-
ROAD TRANSPORT	5	6 375	-	-	43	43 940	4	3 250	3
STORAGE	-	-	-	-	3	2 515	-	-	-
COMMUNICATIONS	12	50 391	3	19 975	16	46 390	-	-	-
UTILITIES	5	6 420	1	1 100	27	19 495	-	-	1
WHOLESALE TRADE	-	-	1	540	20	16 225	-	-	-
RETAIL TRADE	8	10 250	10	6 980	37	28 775	-	-	-
FINANCE AND INSURANCE	-	-	-	-	1	255	-	-	-
EDUCATION	8	7 170	6	8 800	56	34 825	-	-	-
HEALTH AND WELFARE	72	76 735	55	54 085	33	20 875	-	-	-
RECREATION	-	-	-	-	3	1 030	-	-	-
SERVICES TO BUS. MGMT.	10	4 740	-	-	6	2 435	-	-	-
PERSONAL SERVICES	-	-	-	-	2	2 700	-	-	-
ACCOMMODATION & FOOD	-	-	-	-	37	24 120	-	-	-
MISC. SERVICES	1	1 000	-	-	5	5 345	-	-	-
FEDERAL ADMIN.	39	149 684	-	-	7	37 955	-	-	-
PROVINCIAL ADMIN.	2	4 000	2	12 640	16	40 485	-	-	4 700
LOCAL ADMIN.	1	400	1	250	82	58 795	2	5 365	-
TOTAL	171	327 325	80	104 670	558	599 280	7	8 885	9
PERCENT %	12.7	17.4	5.9	5.5	41.5	31.8	.5	.5	.4
									POURCENT %

TABLE 24 (CONT'D.) - TABLEAU 24 (SUITE)

DAILY HOURS DUREE JOURNALIERE DU TRAVAIL									
GROUPING	GREATER THAN 9 HOURS PLUS DE 9 HEURES		IRREGULAR HOURS HEURES IRREGULIERES		OTHER AUTRES DISPOSITIONS				GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	3	1 400	-	-	-	-	PECHE
MINING	-	-	1	300	-	-	-	-	MINES
AIR TRANSPORT	1	265	-	-	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	2	1 535	-	-	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	1	1 425	-	-	-	-	-	-	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	-	-	1	200	-	-	-	-	COMMUNICATIONS
UTILITIES	1	900	-	-	-	-	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	-	-	-	-	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	-	-	3	1 075	-	-	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	-	-	3	78 040	-	-	-	-	ENSEIGNEMENT
HEALTH AND WELFARE	1	4 000	1	220	1	340	-	-	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS, MGMT.	-	-	-	-	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	-	-	-	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	8	7 185	6	2 530	1	900	-	-	ADMIN. LOCALE
TOTAL	14	15 310	18	83 765	2	1 240			TOTAL
PERCENT %	1.0	.8	1.3	4.4	.1	.1			POURCENT %

TABLE 25-TABLEAU 25

WEEKLY HOURS
DUREE HEBDOMADAIRE DU TRAVAIL

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		LESS THAN 35 HOURS MOINS DE 35 HEURES		35 HOURS 35 HEURES		GREATER THAN 35 HOURS, LESS THAN 37 1/2 HOURS PLUS DE 35 HRS MOINS DE 37 HEURES ET DEMIE		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	-	-	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	10	13 400	7	11 000	-	-	-	-	-	-	PECHE
MINING	75	63 655	1	200	-	-	-	-	-	-	MINES
AIR TRANSPORT	27	33 240	7	8 290	1	2 170	-	-	1	740	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	1	670	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	6	2 815	-	-	1	580	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	3	2 050	1	410	-	-	-	-	TRANSPORTS ROUTIER
STORAGE	7	5 030	2	565	-	-	1	700	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	2	1 510	-	-	7	14 090	4	20 015	COMMUNICATIONS
UTILITIES	49	59 980	-	-	3	1 230	10	32 750	2	1 185	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	1	300	-	-	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	80	95 920	4	4 820	-	-	2	5 700	22	44 910	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	-	-	-	-	4	1 605	3	4 365	FINANCES & ASSURANCES
EDUCATION	367	406 205	236	272 980	10	19 405	44	50 375	5	4 095	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	4	1 165	2	2 115	9	22 410	12	105 215	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	2	5 600	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	17	7 490	-	-	-	-	-	-	2	715	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	-	-	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	-	-	-	-	1	675	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	1	235	-	-	1	1 100	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	-	-	1	8 000	14	62 650	27	84 700	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	-	-	7	10 890	20	13 645	3	5 760	ADMIN. LOCALE
TOTAL	1 346	1 886 335	277	312 200	26	44 485	114	206 280	81	271 700	TOTAL
PERCENT %	100.0	100.0	20.6	16.6	1.9	2.4	8.5	10.9	6.0	14.4	POURCENT %

TABLE 25 (CONT'D.)-TABLEAU 25 (SUITE)

TABLE 25 (CONT. D.) - TABLEAU 25 (SUITE)											
WEEKLY HOURS HEBDOMADAIRE DU TRAVAIL											
		GREATER THAN 37 1/2 HRS. LESS THAN 40 HRS.		40 HOURS		GREATER THAN 40 HOURS, LESS THAN 45 HOURS		45 HOURS			
		PLUS DE 37 HRS ET DEMIE MOINS DE 40 HRS		40 HEURES		PLUS DE 40 HEURES, MOINS DE 45 HEURES		45 HEURES			
GROUPING	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	GROUPE
NON-MANUFACTURING											
FORESTRY	-	-	-	-	36	17 695	-	-	3	785	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	1	1 500	-	-	-	-	PECHE
MINING	-	-	-	-	73	63 155	-	-	1	300	MINES
AIR TRANSPORT	7	7 560	2	565	9	13 915	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	22	98 995	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	1	2 600	-	-	21	17 460	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	5	6 375	-	-	42	43 550	5	3 500	3	1 585	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	4	3 765	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	10	39 391	2	18 805	17	47 290	-	-	-	-	COMMUNICATIONS
UTILITIES	4	2 820	1	1 100	26	19 195	-	-	1	500	SERVICES D'UTILITE
WHOLESALE TRADE	-	-	1	540	19	15 925	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	6	4 570	17	9 595	28	26 060	-	-	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	1	255	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	8	7 170	6	8 800	56	34 825	-	-	-	-	ENSEIGNEMENT
HEALTH AND WELFARE	75	80 035	54	53 835	30	15 295	-	-	-	-	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	3	1 030	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	9	4 340	-	-	6	2 435	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	2	2 700	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	37	24 120	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	1	1 000	-	-	4	5 140	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	39	149 684	-	-	9	38 455	1	1 400	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	2	4 000	2	12 640	17	45 185	-	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	-	-	3	2 485	84	59 450	19	11 920	-	-	ADMIN. LOCALE
TOTAL	167	309 545	88	108 365	547	597 395	25	16 820	8	3 170	TOTAL
PERCENT %	12.4	16.4	6.5	5.7	40.6	31.7	1.9	.9	.6	.2	POURCENT %

TABLE 25 (CONT'D.)-TABLEAU 25 (SUITE)

WEEKLY HOURS DUREE HEBDOMADAIRE DU TRAVAIL						
GROUPING	GREATER THAN 45 HOURS PLUS DE 45 HEURES		OTHER AUTRES DISPOSITIONS			
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV		
NON-MANUFACTURING						
FORESTRY	-	-	-	-		
FISHING	-	-	-	900		
MINING	-	-	-	-		
AIR TRANSPORT	-	-	-	-		
RAILWAY TRANSPORT	-	-	-	-		
WATER TRANSPORT	-	-	-	-		
ROAD TRANSPORT	1	390	-	-		
STORAGE	-	-	-	-		
COMMUNICATIONS	-	-	1	200		
UTILITIES	2	1 200	-	-		
WHOLESALE TRADE	-	-	-	-		
RETAIL TRADE	-	-	-	-		
FINANCE AND INSURANCE	-	-	-	-		
EDUCATION	-	-	2	8 555		
HEALTH AND WELFARE	1	2 500	2	2 145		
RECREATION	-	-	-	-		
SERVICES TO BUS. MGMT.	-	-	-	-		
PERSONAL SERVICES	-	-	-	-		
ACCOMMODATION & FOOD	-	-	-	-		
MISC. SERVICES	1	205	-	-		
FEDERAL ADMIN.	-	-	-	-		
PROVINCIAL ADMIN.	-	-	-	-		
LOCAL ADMIN.	1	280	-	-		
TOTAL	6	4 575	7	11 800		
PERCENT %	.4	.2	.5	.6		

TABLE 26-TABLEAU 26

OVERTIME COMPENSATION AFTER NORMAL DAILY HOURS OF WORK
HEURES SUPPLEMENTAIRES EFFECTUEES EN SUS DE LA JOURNEE NORMALE DE TRAVAIL

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		STRAIGHT TIME TAUX SIMPLE		STRAIGHT TIME FOLLOWED BY TIME AND A HALF		STRAIGHT TIME; TIME AND A HALF DOUBLE TIME		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	1	580	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	10	13 400	9	11 900	-	-	-	-	-	-	PECHE
MINING	75	63 655	1	370	-	-	-	-	-	-	MINES
AIR TRANSPORT	27	33 240	6	7 305	-	-	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	1	670	-	-	-	-	2	580	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	1	600	-	-	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	2	555	-	-	-	-	-	-	TRANSPORTS ROUTIER
STORAGE	7	5 030	2	1 610	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	2	1 150	1	210	-	-	2	3 400	COMMUNICATIONS
UTILITIES	49	59 980	2	525	-	-	-	-	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	-	-	-	-	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	80	95 920	3	2 565	-	-	-	-	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	-	-	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	357	406 205	254	309 410	3	4 100	-	-	-	-	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	8	7 030	2	2 600	-	-	2	555	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	1	600	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS, MGMT.	17	7 490	1	850	-	-	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	1	1 900	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	-	-	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	-	-	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	8	5 611	-	-	1	325	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	2	910	1	8 000	-	-	1	4 700	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	7	3 780	-	-	-	-	-	-	ADMIN. LOCALE
TOTAL	1 346	1 886 335	312	357 921	7	14 910	1	325	7	9 235	TOTAL
PERCENT %	100.0	100.0	23.2	19.0	.5	.8	.1	.0	.5	.5	POURCENT %

TABLE 26 (CONT'D.) -TABLEAU 26 (SUITE)

OVERTIME COMPENSATION AFTER NORMAL DAILY HOURS OF WORK REMUNERATION DES HEURES SUPPLEMENTAIRES EFFECTUEES EN SUS DE LA JOURNEE NORMALE DE TRAVAIL											
GROUPING	TIME AND A HALF TAUX ET DEMI		TIME AND A HALF FOLLOWED BY DOUBLE TIME		TIME AND A HALF; DOUBLE TIME; DBLE TIME AND A HALF		DOUBLE TIME		DOUBLE TIME; DOUBLE TIME AND A HALF		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	37	17 300	1	600	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	1	1 500	-	-	-	-	-	-	PECHE
MINING	43	44 165	27	17 320	-	-	-	4	1 800	-	MINES
AIR TRANSPORT	1	2 170	18	22 395	-	-	-	2	1 370	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	16	77 050	4	21 365	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	12	10 080	10	8 940	-	-	-	3	1 735	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	39	38 710	16	16 590	-	-	-	-	1	280	TRANSPORTS ROUTIER
STORAGE	3	1 320	1	1 500	-	-	-	1	600	-	ENTREPOSAGE
COMMUNICATIONS	20	80 516	10	40 555	-	-	-	8	15 470	-	COMMUNICATIONS
UTILITIES	8	5 445	22	38 355	-	-	-	17	15 655	-	SERVICES D'UTILITE
WHOLESALE TRADE	6	7 240	10	5 270	-	-	-	5	4 255	-	COMMERCE DE GROS
RETAIL TRADE	42	52 225	33	39 630	-	-	-	2	1 500	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	4	2 105	4	4 120	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	71	65 930	26	13 630	-	-	-	13	13 135	-	ENSEIGNEMENT
HEALTH AND WELFARE	129	181 405	48	93 125	-	-	-	-	-	-	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	3	1 030	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS.MGMT.	8	3 070	7	3 070	-	-	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	1	800	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	26	10 425	8	4 445	-	-	-	3	9 250	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	3	3 505	4	3 515	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	24	121 812	16	60 426	1	1 650	-	1	1 050	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	39	139 035	20	64 530	-	-	-	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	66	59 360	46	24 570	-	-	-	17	16 485	-	ADMIN. LOCALE
TOTAL	598	923 668	335	486 481	1	1 650	77	82 585	-	-	TOTAL
PERCENT %	44.4	49.0	24.9	25.8	.1	.1	5.7	4.4	-	-	POURCENT %

TABLE 26 (CONT'D.) - TABLEAU 26 (SUITE)

OVERTIME COMPENSATION AFTER NORMAL DAILY HOURS OF WORK HEURES SUPPLEMENTAIRES EFFECTUEES EN SUS DE LA JOURNEE NORMALE DE TRAVAIL									
GROUPING	DOUBLE TIME; DBLE TIME AND A HALF; TRIPLE TIME		DOUBLE TIME; TRIPLE TIME		OTHER		AGMTS CONV	WORKERS TRAV	GROUPE
	TAUX DOUBLE; DOUBLE ET TAUX TRIPLE	TAUX TRIPLE	TAUX DOUBLE; DOUBLE ET TAUX TRIPLE	TAUX TRIPLE	AGMTS CONV	WORKERS TRAV			
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-	-	-	PECHE
MINING	-	-	-	-	-	-	-	-	MINES
AIR TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	-	-	2 100	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	-	-	-	-	1 725	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	-	-	-	-	-	-	-	-	COMMUNICATIONS
UTILITIES	-	-	-	-	-	-	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	-	-	-	-	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	-	-	-	-	-	-	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	-	-	-	-	-	-	-	-	ENSEIGNEMENT
HEALTH AND WELFARE	-	-	-	-	-	-	-	-	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-	5 000	-	LOISIRS
SERVICES TO BUS. MGMT.	1	500	-	-	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	-	-	-	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	-	-	-	-	-	-	235	-	ADMIN. LOCALE
TOTAL	1	500	-	-	7	9 060	-	-	TOTAL
PERCENT %	.1	.0	-	-	.5	.5	-	-	POURCENT %

TABLE 27-TABEAU 27

OVERTIME COMPENSATION AFTER NORMAL WEEKLY HOURS OF WORK REMUNERATION DES HEURES SUPPLEMENTAIRES APRES LA SEMAINE NORMALE DE TRAVAIL										
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		STRAIGHT TIME TAUX SIMPLE		STRAIGHT TIME FOLLOWED BY TIME AND A HALF		STRAIGHT TIME; TIME AND A HALF DOUBLE TIME	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										
FORESTRY	39	18 480	5	2 015	-	-	-	-	-	-
FISHING	10	13 400	9	11 900	-	-	-	-	-	-
MINING	75	63 655	11	6 940	-	-	-	-	-	-
AIR TRANSPORT	27	33 240	23	28 965	-	-	-	-	-	-
RAILWAY TRANSPORT	23	99 665	8	9 475	-	-	-	-	2	580
WATER TRANSPORT	29	23 455	23	15 345	-	-	-	-	-	-
ROAD TRANSPORT	60	57 860	25	23 755	-	-	-	-	-	-
STORAGE	7	5 030	4	3 315	-	-	-	-	-	-
COMMUNICATIONS	43	141 301	28	80 876	1	210	-	-	-	-
UTILITIES	49	59 980	28	26 935	-	-	-	-	-	-
WHOLESALE TRADE	21	16 765	8	11 175	-	-	-	-	-	-
RETAIL TRADE	80	95 920	23	36 005	-	-	-	-	-	-
FINANCE AND INSURANCE	8	6 225	1	735	-	-	-	-	-	-
EDUCATION	367	406 205	273	326 700	2	2 500	-	-	-	-
HEALTH AND WELFARE	189	284 715	73	77 810	2	2 600	-	-	1	250
RECREATION	5	6 630	3	1 265	-	-	-	-	-	-
SERVICES TO BUS.MGMT.	17	7 490	5	2 085	-	-	-	-	-	-
PERSONAL SERVICES	2	2 700	-	-	-	-	-	-	-	-
ACCOMMODATION & FOOD	37	24 120	24	11 360	-	-	-	-	-	-
MISC. SERVICES	7	7 020	2	2 200	-	-	-	-	-	-
FEDERAL ADMIN.	51	190 874	27	55 225	-	-	1	552	-	-
PROVINCIAL ADMIN.	63	217 175	34	89 655	1	8 000	-	-	-	-
LOCAL ADMIN.	137	104 430	53	47 700	-	-	-	-	-	-
TOTAL	1 346	1 886 335	690	871 436	6	13 310	1	552	3	830
PERCENT %	100.0	100.0	51.3	46.2	.4	.7	.1	.0	.2	.0
										POURCENT %

TABLE 27 (CONT'D.) - TABLEAU 27 (SUITE)

OVERTIME COMPENSATION AFTER NORMAL WEEKLY HOURS OF WORK REMUNERATION DES HEURES SUPPLEMENTAIRES APRES LA SEMAINE NORMALE DE TRAVAIL										
GROUPING	TIME AND A HALF TAUX ET DEMI		TIME AND A HALF FOLLOWED BY DOUBLE TIME		TIME AND A HALF; DOUBLE TIME; DBLE TIME AND A HALF		DOUBLE TIME TAUX DOUBLE		DOUBLE TIME; DOUBLE TIME AND A HALF	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										
FORESTRY	33	15 865	1	600	-	-	-	-	-	-
FISHING	-	-	1	1 500	-	-	-	-	-	-
MINING	46	48 775	16	7 325	-	-	2	615	-	-
AIR TRANSPORT	3	4 055	1	220	-	-	-	-	-	-
RAILWAY TRANSPORT	11	88 810	2	800	-	-	-	-	-	-
WATER TRANSPORT	3	3 875	1	2 600	-	-	1	985	-	-
ROAD TRANSPORT	30	30 155	3	2 225	-	-	-	-	-	-
STORAGE	2	1 115	-	-	-	-	1	600	-	-
COMMUNICATIONS	6	17 895	4	37 285	-	-	4	5 035	-	-
UTILITIES	6	3 810	6	18 145	-	-	9	11 090	-	-
WHOLESALE TRADE	3	800	9	4 490	-	-	1	300	-	-
RETAIL TRADE	35	34 875	21	24 440	-	-	1	600	-	-
FINANCE AND INSURANCE	3	1 370	4	4 120	-	-	-	-	-	-
EDUCATION	64	58 830	16	8 665	-	-	12	9 510	-	-
HEALTH AND WELFARE	94	167 325	19	36 730	-	-	-	-	-	-
RECREATION	-	-	1	365	-	-	-	-	-	-
SERVICES TO BUS. MGMT.	6	2 870	5	2 035	-	-	-	-	-	-
PERSONAL SERVICES	2	2 700	-	-	-	-	-	-	-	-
ACCOMMODATION & FOOD	10	3 510	-	-	-	-	3	9 250	-	-
MISC. SERVICES	3	3 505	2	1 315	-	-	-	-	-	-
FEDERAL ADMIN.	17	98 721	6	36 376	-	-	-	-	-	-
PROVINCIAL ADMIN.	24	116 825	3	2 495	-	-	-	-	-	-
LOCAL ADMIN.	46	35 800	25	12 295	-	-	13	8 635	-	-
TOTAL	447	741 486	146	204 026	-	-	47	46 620	-	-
PERCENT %	33.2	39.3	10.8	10.8	-	-	3.5	2.5	-	-
									TOTAL	POURCENT %

TABLE 27 (CONT'D.) - TABLEAU 27 (SUITE)

OVERTIME COMPENSATION AFTER NORMAL WEEKLY HOURS OF WORK REMUNERATION DES HEURES SUPPLEMENTAIRES APRES LA SEMAINE NORMALE DE TRAVAIL									
GROUPING	DOUBLE TIME; DBLE TIME AND A HALF; TRIPLE TIME	AGMTS CONV	WORKERS TRAV	AGMTS CONV	DOUBLE TIME; TRIPLE TIME	OTHER AUTRES DISPOSITIONS	AGMTS CONV	WORKERS TRAV	GROUPE
	TAUX DOUBLE; TAUX DOUBLE ET DEMI; TAUX TRIPLE				TAUX DOUBLE; TAUX TRIPLE				
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-	-	-	PECHE
MINING	-	-	-	-	-	-	-	-	MINES
AIR TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	-	-	1	650	TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	-	-	-	-	2	1 725	TRANSPORTS PAR EAU
ROAD TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	-	-	-	-	-	-	-	-	COMMUNICATIONS
UTILITIES	-	-	-	-	-	-	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	-	-	-	-	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	-	-	-	-	-	-	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	-	-	-	-	-	-	-	-	ENSEIGNEMENT
HEALTH AND WELFARE	-	-	-	-	-	-	-	-	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-	1	5 000	LOISIRS
SERVICES TO BUS. MGMT.	1	500	-	-	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	-	1	200	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	-	-	-	-	-	-	-	-	ADMIN. LOCALE
TOTAL	1	500	1	1	200	4	7 375		TOTAL
PERCENT %	.1	.0	.1	.1	.0	.3	.4		POURCENT %

TABLE 28-TABEAU 28

SPECIAL PROVISION FOR OVERTIME COMPENSATION ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED) REMUNERATION DES HEURES SUPPLEMENTAIRES EFFECTUEES LE SAMEDI OU LE 6E JOUR (NORMALEMENT CHOME)									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		STRAIGHT TIME TAUX SIMPLE		STRAIGHT TIME FOLLOWED BY TIME AND A HALF		STRAIGHT TIME; TIME AND A HALF DOUBLE TIME
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	39	18 480	11	3 885	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	10	13 400	9	11 900	-	-	-	-	PECHE
MINING	75	63 655	25	31 770	-	-	-	-	MINES
AIR TRANSPORT	27	33 240	8	11 290	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	12	70 500	-	-	-	1	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	3	1 280	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	13	7 555	-	-	-	-	TRANSPORTS ROUTIER
STORAGE	7	5 030	3	2 025	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	6	3 340	-	-	-	-	COMMUNICATIONS
UTILITIES	49	59 980	5	4 700	-	-	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	-	-	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	80	95 920	31	32 950	-	-	-	1	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	2	440	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	367	406 205	282	330 375	1	2 000	-	-	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	84	73 395	2	2 600	-	-	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	3	5 965	-	-	-	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	3	1 370	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	11	4 015	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	3	3 505	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	5	2 890	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	11	23 505	1	8 000	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	36	24 365	-	-	-	-	ADMIN. LOCALE
TOTAL	1 346	1 886 335	566	651 020	4	12 600	-	2	TOTAL
PERCENT %	100.0	100.0	42.1	34.5	.3	.7	-	.1	POURCENT %
								.2	

TABLE 28 (CONT'D.) - TABLEAU 28 (SUITE)

SPECIAL PROVISION FOR OVERTIME COMPENSATION ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED) REMUNERATION DES HEURES SUPPLEMENTAIRES EFFECTUEES LE SAMEDI OU LE 6E JOUR (NORMALEMENT CHOME)										
GROUPING	TIME AND A HALF TAUX ET DEMI		TIME AND A HALF FOLLOWED BY DOUBLE TIME		TIME AND A HALF; DOUBLE TIME;DBLE TIME AND A HALF		DOUBLE TIME		DOUBLE TIME; DOUBLE TIME AND A HALF	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										
FORESTRY	19	9 245	9	5 350	-	-	-	-	-	-
FISHING	-	-	1	1 500	-	-	-	-	-	-
MINING	27	18 430	17	10 870	-	-	6	2 585	-	-
AIR TRANSPORT	2	2 555	15	18 190	2	1 205	-	-	-	-
RAILWAY TRANSPORT	9	28 575	1	350	-	-	-	-	-	-
WATER TRANSPORT	9	3 775	9	7 930	-	-	5	8 315	-	-
ROAD TRANSPORT	29	31 710	4	10 330	-	-	8	5 090	-	-
STORAGE	2	905	2	2 100	-	-	-	-	-	-
COMMUNICATIONS	15	41 196	5	5 570	2	1 125	15	90 070	-	-
UTILITIES	4	2 230	10	16 235	-	-	30	36 815	-	-
WHOLESALE TRADE	4	6 700	10	5 095	-	-	7	4 970	-	-
RETAIL TRADE	10	13 120	16	10 800	-	-	22	34 750	-	-
FINANCE AND INSURANCE	1	255	2	1 935	-	-	3	3 595	-	-
EDUCATION	53	55 435	11	5 950	-	-	20	12 445	-	-
HEALTH AND WELFARE	73	158 240	17	26 400	-	-	13	24 080	-	-
RECREATION	-	-	2	665	-	-	-	-	-	-
SERVICES TO BUS.MGMT.	6	2 520	7	3 100	-	-	-	-	-	-
PERSONAL SERVICES	1	1 900	-	-	-	-	1	800	-	-
ACCOMMODATION & FOOD	15	6 360	4	1 940	-	-	7	11 805	-	-
MISC. SERVICES	-	-	2	1 840	-	-	2	1 675	-	-
FEDERAL ADMIN.	21	24 263	22	159 921	-	-	3	3 800	-	-
PROVINCIAL ADMIN.	39	145 475	4	13 545	-	-	8	26 650	-	-
LOCAL ADMIN.	42	35 200	29	14 800	-	-	29	29 830	-	-
TOTAL	381	588 089	199	324 416	4	2 330	179	297 275	-	-
PERCENT %	28.3	31.2	14.8	17.2	.3	.1	13.3	15.8	-	-

TABLE 28 (CONT'D.)-TABLEAU 28 (SUITE)

SPECIAL PROVISION FOR OVERTIME COMPENSATION ON SATURDAY OR SIXTH DAY (NOT NORMALLY WORKED) REMUNERATION DES HEURES SUPPLEMENTAIRES EFFECTUEES LE SAMEDI OU LE 6E JOUR (NORMALEMENT CHOME)									
GROUPING	DOUBLE TIME; DBLE TIME AND A HALF; TRIPLE TIME		DOUBLE TIME; TRIPLE TIME		OTHER AUTRES DISPOSITIONS		AGMTS CONV	WORKERS TRAV	GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-	-	-	PECHE
MINING	-	-	-	-	-	-	-	-	MINES
AIR TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	-	-	1 800	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	1	355	2	1 800	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	1	275	2	955	3	1 945	-	-	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	-	-	-	-	-	-	-	-	COMMUNICATIONS
UTILITIES	-	-	-	-	-	-	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	-	-	-	-	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	-	-	-	-	-	-	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	-	-	-	-	-	-	-	-	ENSEIGNEMENT
HEALTH AND WELFARE	-	-	-	-	-	-	-	-	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	1	500	-	-	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	-	-	-	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	-	-	-	-	1	235	-	-	ADMIN. LOCALE
TOTAL	2	775	3	1 310	6	3 980			TOTAL
PERCENT %	.1	.0	.2	.1	.4	.2			POURCENT %

TABLE 29-TABLEAU 29

**SPECIAL PROVISION FOR OVERTIME COMPENSATION ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)
REMUNERATION DES HEURES SUPPLEMENTAIRES EFFECTUEES LE DIMANCHE OU LE 7E JOUR (NORMALEMENT CHOME)**

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		STRAIGHT TIME TAUX SIMPLE		STRAIGHT TIME FOLLOWED BY TIME AND A HALF		STRAIGHT TIME; TIME AND A HALF DOUBLE TIME	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										
FORESTRY	39	18 480	2	930	-	-	-	-	-	-
FISHING	10	13 400	9	11 900	-	-	-	-	-	-
MINING	75	63 655	17	25 680	-	-	-	-	-	-
AIR TRANSPORT	27	33 240	8	11 290	-	-	-	-	-	-
RAILWAY TRANSPORT	23	99 665	9	69 475	-	-	-	-	-	-
WATER TRANSPORT	29	23 455	3	1 280	-	-	-	-	-	-
ROAD TRANSPORT	60	57 860	10	3 505	-	-	-	-	-	-
STORAGE	7	5 030	4	2 725	-	-	-	-	-	-
COMMUNICATIONS	43	141 301	4	1 960	-	-	-	-	-	-
UTILITIES	49	59 980	5	4 025	-	-	-	-	-	-
WHOLESALE TRADE	21	16 765	-	-	-	-	-	-	-	-
RETAIL TRADE	80	95 920	10	8 005	-	-	-	-	-	-
FINANCE AND INSURANCE	8	6 225	2	440	-	-	-	-	-	-
EDUCATION	367	406 205	268	322 935	1	2 000	-	-	-	-
HEALTH AND WELFARE	189	284 715	84	74 245	-	-	-	-	-	-
RECREATION	5	6 630	2	5 600	-	-	-	-	-	-
SERVICES TO BUS, MGMT.	17	7 490	3	1 370	-	-	-	-	-	-
PERSONAL SERVICES	2	2 700	-	-	-	-	-	-	-	-
ACCOMMODATION & FOOD	37	24 120	17	6 990	-	-	-	-	-	-
MISC. SERVICES	7	7 020	3	3 505	-	-	-	-	-	-
FEDERAL ADMIN.	51	190 874	4	1 085	-	-	-	-	-	-
PROVINCIAL ADMIN.	63	217 175	10	19 505	1	8 000	-	-	-	-
LOCAL ADMIN.	137	104 430	30	22 660	-	-	-	-	-	-
TOTAL	1 346	1 885 335	504	599 110	2	10 000	-	-	2	580
PERCENT %	100.0	100.0	37.4	31.8	.1	.5	-	-	.1	.0
									TOTAL	POURCENT %

NON-MANUFACTURIER

EXPLOIT. FORESTIERE
PECHE
MINESTRANSPORTS AERIENS
TRANSP. FERROVIAIRES
TRANSPORTS PAR EAU
TRANSPORTS ROUTIERENTREPOSAGE
COMMUNICATIONS
SERVICES D'UTILITECOMMERCE DE GROS
COMMERCE DE DETAILFINANCES & ASSURANCES
ENSEIGNEMENT
SERV. MEDICAUX/SOCIAUXLOISIRS
SERV. AUX ENTREPRISES
SERVICES PERSONNELS
HEBERGEMENT/RESTAUR.
SERVICES DIVERSADMIN. FEDERALE
ADMIN. PROVINCIALE
ADMIN. LOCALE

TOTAL

POURCENT %

TABLE 29 (CONT'D.)-TABLEAU 29 (SUITE)

SPECIAL PROVISION FOR OVERTIME COMPENSATION ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED) REMUNERATION DES HEURES SUPPLEMENTAIRES EFFECTUEES LE DIMANCHE OU LE 7E JOUR (NORMALEMENT CHOME)										
GROUPING	TIME AND A HALF		TIME AND A HALF FOLLOWED BY DOUBLE TIME		TIME AND A HALF; DOUBLE TIME; DBLE TIME AND A HALF		DOUBLE TIME		DOUBLE TIME; DOUBLE TIME AND A HALF	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
	TAUX ET DEMI	TAUX ET DEMI SUIVI DU TAUX DOUBLE	TAUX ET DEMI	TAUX ET DEMI	TAUX DBLE; TAUX DOUBLE ET DEMI	TAUX DBLE; TAUX DOUBLE ET DEMI	TAUX DOUBLE	TAUX DOUBLE	TAUX DOUBLE; TAUX DOUBLE ET DEMI	
NON-MANUFACTURING										NON-MANUFACTURIER
FORESTRY	25	10 400	8	4 070	-	-	4	3 080	-	-
FISHING	-	-	-	-	-	-	1	1 500	-	-
MINING	16	9 220	17	13 390	-	-	25	15 365	-	-
AIR TRANSPORT	-	-	7	12 260	-	-	10	8 485	1	1 000
RAILWAY TRANSPORT	10	28 810	2	800	-	-	-	-	-	-
WATER TRANSPORT	-	-	2	2 320	-	-	19	17 095	2	605
ROAD TRANSPORT	19	24 320	1	710	-	-	22	18 280	-	-
STORAGE	-	-	-	-	-	-	2	2 100	-	-
COMMUNICATIONS	4	18 495	-	-	-	-	32	117 221	2	3 400
UTILITIES	2	1 705	3	2 580	-	-	38	51 170	-	-
WHOLESALE TRADE	-	-	2	2 000	-	-	19	14 765	-	-
RETAIL TRADE	1	510	1	1 610	-	-	66	84 530	-	-
FINANCE AND INSURANCE	-	-	1	1 200	-	-	5	4 585	-	-
EDUCATION	13	5 290	2	890	-	-	82	74 795	-	-
HEALTH AND WELFARE	59	141 620	10	19 415	-	-	36	49 435	-	-
RECREATION	-	-	-	-	-	-	3	1 030	-	-
SERVICES TO BUS, MGMT.	1	240	1	315	-	-	11	5 065	-	-
PERSONAL SERVICES	-	-	-	-	-	-	2	2 700	-	-
ACCOMMODATION & FOOD	8	3 185	3	1 570	-	-	8	12 175	-	-
MISC. SERVICES	-	-	-	-	-	-	4	3 515	-	-
FEDERAL ADMIN.	-	-	-	-	-	-	47	189 789	-	-
PROVINCIAL ADMIN.	17	101 125	-	-	-	-	35	88 545	-	-
LOCAL ADMIN.	20	22 630	4	3 110	-	-	82	55 795	-	-
TOTAL	195	367 550	64	66 240	-	-	553	821 020	5	5 005
PERCENT %	14.5	19.5	4.8	3.5	-	-	41.1	43.5	.4	.3

TABLE 29 (CONT'D.)-TABLEAU 29 (SUITE)

SPECIAL PROVISION FOR OVERTIME COMPENSATION ON SUNDAY OR SEVENTH DAY (NOT NORMALLY WORKED)
REMUNERATION DES HEURES SUPPLEMENTAIRES EFFECTUEES LE DIMANCHE OU LE 7E JOUR (NORMALEMENT CHOME)

GROUPING	DOUBLE TIME; DBLE TIME AND A HALF; TRIPLE TIME		DOUBLE TIME; TRIPLE TIME		OTHER AUTRES DISPOSITIONS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING							NON-MANUFACTURIER
FORESTRY	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-	PECHE
MINING	-	-	-	-	-	-	MINES
AIR TRANSPORT	1	205	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	1	355	2	1 800	TRANSPORTS PAR EAU
ROAD TRANSPORT	1	275	2	955	5	9 815	TRANSPORTS ROUTIER
STORAGE	-	-	1	205	-	-	ENTREPOSAGE
COMMUNICATIONS	1	225	-	-	-	-	COMMUNICATIONS
UTILITIES	-	-	-	-	1	500	SERVICES D'UTILITE
WHOLESALE TRADE	-	-	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	-	-	2	1 265	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	1	295	-	-	-	-	ENSEIGNEMENT
HEALTH AND WELFARE	-	-	-	-	-	-	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	1	500	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	1	200	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	-	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	-	-	-	-	1	235	ADMIN. LOCALE
TOTAL	5	1 500	6	2 780	10	12 550	TOTAL
PERCENT %	.4	.1	.4	.1	.7	.7	POURCENT %

TABLE 30-TABEAU 30

DROIT DE REFUSER LES HEURES SUPPLEMENTAIRES RIGHT TO REFUSE OVERTIME										
ALL AGREEMENTS TOUTES LES CONVENTIONS	NO PROVISION AUCUNE DISPOSITION		OVERTIME PERFORMED ON A VOLUNTARY BASIS		RIGHT TO REFUSE WITH SUFFICIENT REASON		RIGHT TO REFUSE IF OTHERS AVAILABLE		GROUPE	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV		
NON-MANUFACTURING									NON-MANUFACTURIER	
FORESTRY	39	18 480	19	9 020	12	6 050	3	2 050	1	350
FISHING	10	13 400	9	11 900	-	-	-	-	-	-
MINING	75	63 655	36	32 395	14	14 210	2	1 385	11	4 705
AIR TRANSPORT	27	33 240	17	18 900	5	3 715	-	-	1	7 990
RAILWAY TRANSPORT	23	99 665	20	98 625	3	1 040	-	-	-	-
WATER TRANSPORT	29	23 455	18	12 260	1	355	-	-	-	-
ROAD TRANSPORT	60	57 860	17	16 790	15	16 785	-	-	3	2 225
STORAGE	7	5 030	4	2 230	-	-	2	2 100	1	700
COMMUNICATIONS	43	141 301	26	55 266	6	14 640	3	4 610	1	23 000
UTILITIES	49	59 980	36	43 345	3	1 885	2	660	5	12 245
WHOLESALE TRADE	21	16 765	8	3 245	10	12 230	-	-	-	-
RETAIL TRADE	80	95 920	30	36 640	24	26 645	5	7 805	4	4 095
FINANCE AND INSURANCE	8	6 225	4	2 110	2	1 430	1	255	1	2 430
EDUCATION	367	406 205	326	354 910	18	14 455	1	405	11	24 855
HEALTH AND WELFARE	189	284 715	143	189 325	13	36 310	1	1 400	10	18 225
RECREATION	5	6 630	5	6 630	-	-	-	-	-	-
SERVICES TO BUS.MGMT.	17	7 490	8	4 110	3	800	3	1 485	1	505
PERSONAL SERVICES	2	2 700	-	-	-	-	1	1 900	-	-
ACCOMMODATION & FOOD	37	24 120	33	21 585	2	1 665	-	-	1	370
MISC. SERVICES	7	7 020	3	1 845	2	4 200	1	300	-	-
FEDERAL ADMIN.	51	190 874	49	189 222	-	-	-	-	1	1 100
PROVINCIAL ADMIN.	63	217 175	50	179 915	-	-	3	6 215	1	4 000
LOCAL ADMIN.	137	104 430	101	71 410	10	9 575	1	375	12	18 185
TOTAL	1 346	1 886 335	962	1 361 678	143	165 990	29	30 945	65	124 980
PERCENT %	100.0	100.0	71.5	72.2	10.6	8.8	2.2	1.6	4.8	6.6

TABLE 30 (CONT'D.) - TABLEAU 30 (SUITE)

RIGHT TO REFUSE OVERTIME DROIT DE REFUSER LES HEURES SUPPLEMENTAIRES									
GROUPING	OVERTIME COMPULSORY IN EMERGENCY		OVERTIME COMPULSORY		RIGHT TO REFUSE AFTER COMPULSORY OVERTIME		RIGHT TO REFUSE & CONSIDERATION FOR SENIORITY		OTHER AUTRES DISPOSITIONS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	3	785		225	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	1	1 500	-	-	-	-	-	-	PECHE
MINING	9	8 755	-	-	1	1 280	2	925	MINES
AIR TRANSPORT	1	265	-	-	-	-	3	2 370	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	6	6 255	-	-	3	4 185	1	400	TRANSPORTS PAR EAU
ROAD TRANSPORT	2	1 840	-	-	-	-	23	20 220	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	3	17 420	1	4 200	2	1 165	1	21 000	COMMUNICATIONS
UTILITIES	1	520	2	1 325	-	-	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	2	915	-	-	1	375	-	-	COMMERCE DE GROS
RETAIL TRADE	-	-	3	2 025	2	650	12	18 060	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	5	5 700	1	390	-	-	4	4 720	ENSEIGNEMENT
HEALTH AND WELFARE	7	34 175	11	3 850	2	565	-	2	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	-	-	-	-	-	300	-	1	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-	1	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	-	1	500	HEBERGEMENT/RESTAUR.
MISC. SERVICES	1	675	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	1	552	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	8	26 800	1	245	-	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	9	3 050	2	515	1	520	1	800	ADMIN. LOCALE
TOTAL	58	108 655	22	12 775	14	9 592	49	69 795	TOTAL
PERCENT %	4.3	5.8	1.6	.7	1.0	.5	3.6	3.7	POURCENT %

TABLE 31-TABEAU 31

EQUITABLE DISTRIBUTION OF OVERTIME AMONG EMPLOYEES REPARTITION EQUITABLE DES HEURES SUPPLEMENTAIRES ENTRE LES EMPLOYES										
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		DISTRIBUTED PLANT-WIDE SURTEMPS REPARTI EQUIT/ECHELLE DE L'ENTREPRISE		DISTRIBUTED DEPARTMENT-WIDE SURTEMPS REPARTI EQUIT/ECHELLE DU MEME SERVICE		DISTRIBUTED WITHIN AN OCCUP. OR WAGE BRACKET SURTEMPS REPARTI EQUIT/MEMES POS- TES OU SALAIRES	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										NON-MANUFACTURIER
FORESTRY	39	18 480	22	10 280	4	1 425	3	1 100	8	4 305
FISHING	10	13 400	10	13 400	-	-	-	-	-	-
MINING	75	63 655	20	10 385	5	5 630	9	7 220	40	40 110
AIR TRANSPORT	27	33 240	14	13 575	4	11 415	1	1 000	5	4 690
RAILWAY TRANSPORT	23	99 665	18	78 060	3	1 255	-	-	1	20 000
WATER TRANSPORT	29	23 455	17	11 945	1	580	4	4 150	6	4 180
ROAD TRANSPORT	60	57 860	17	16 730	4	6 900	2	2 285	5	3 570
STORAGE	7	5 030	6	3 530	-	-	-	-	1	1 500
COMMUNICATIONS	43	141 301	24	67 150	3	9 590	2	1 450	10	13 521
UTILITIES	49	59 980	27	20 135	6	6 095	3	990	10	31 760
WHOLESALE TRADE	21	16 765	7	4 765	1	1 300	2	465	4	1 550
RETAIL TRADE	80	95 920	47	47 665	5	11 150	4	5 050	4	6 015
FINANCE AND INSURANCE	8	6 225	5	3 310	-	-	1	2 430	1	255
EDUCATION	367	406 205	310	337 470	15	21 265	14	7 955	23	32 005
HEALTH AND WELFARE	189	284 715	128	131 615	19	90 575	11	7 590	28	53 885
RECREATION	5	6 630	5	6 630	-	-	-	-	-	-
SERVICES TO BUS.MGMT.	17	7 490	14	6 425	1	330	1	505	-	-
PERSONAL SERVICES	2	2 700	-	-	-	-	1	1 900	-	-
ACCOMMODATION & FOOD	37	24 120	34	22 485	1	900	-	-	1	365
MISC. SERVICES	7	7 020	4	3 045	2	975	-	-	1	3 000
FEDERAL ADMIN.	51	190 874	19	16 911	20	116 892	-	-	12	57 071
PROVINCIAL ADMIN.	63	217 175	42	125 935	12	41 800	1	28 685	8	20 755
LOCAL ADMIN.	137	104 430	88	62 205	5	3 565	13	14 095	28	18 220
TOTAL	1 346	1 886 335	878	1 013 651	111	331 642	72	86 870	196	316 757
PERCENT %	100.0	100.0	65.2	53.7	8.2	17.6	5.3	4.6	14.6	16.8
										POURCENT %

TABLE 31 (CONT'D.)-TABLEAU 31 (SUITE)

EQUITABLE DISTRIBUTION OF OVERTIME AMONG EMPLOYEES REPARTITION EQUITABLE DES HEURES SUPPLEMENTAIRES ENTRE LES EMPLOYES							
GROUPING	PLANT-WIDE AND OCCUPATION OR WAGE BRACKET		DEPT. -WIDE AND OCCUPATION OR WAGE BRACKET		PREFERENCE GIVEN TO SENIOR EMPLOYEES		OTHER AUTRES DISPOSITIONS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING							NON-MANUFACTURIER
FORESTRY	-	-	2	1 370	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-	PECHE
MINING	-	-	1	310	-	-	MINES
AIR TRANSPORT	-	-	-	-	3	2 560	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	1	350	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	1	2 600	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	-	-	-	-	31	27 870	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	-	-	-	-	3	48 200	COMMUNICATIONS
UTILITIES	-	-	1	300	1	500	SERVICES D'UTILITE
WHOLESALE TRADE	-	-	1	300	6	8 385	COMMERCE DE GROS
RETAIL TRADE	-	-	1	750	19	25 290	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	1	230	FINANCES & ASSURANCES
EDUCATION	-	-	2	4 610	3	2 900	ENSEIGNEMENT
HEALTH AND WELFARE	1	400	1	450	1	200	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	-	-	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	1	230	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	1	800	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	370	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	-	-	SERVICES DIVERS
PROVINCIAL ADMIN.	-	-	-	-	-	-	ADMIN. FEDERALE
LOCAL ADMIN.	-	-	-	-	-	-	ADMIN. PROVINCIALE
			2	745	1	5 600	ADMIN. LOCALE
TOTAL	1	400	13	11 785	72	123 135	TOTAL
PERCENT %	.1	.0	1.0	.6	5.3	6.5	POURCENT %

TABLE 32-TABEAU 32

SHIFT PREMIUM (SECOND SHIFT)
PRIME DE DEUXIEME QUART

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		10 CENTS OR LESS PER HOUR 10 CTS OU MOINS L'HEURE		11 TO 14 CENTS PER HOUR 11 A 14 CENTS L'HEURE		15 CENTS PER HOUR 15 CENTS L'HEURE		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	-	-	-	-	-	-	2	550	EXPLOIT. FORESTIERE
FISHING	10	13 400	10	13 400	-	-	-	-	-	-	PECHE
MINING	75	63 655	1	300	2	420	2	1 600	2	1 915	MINES
AIR TRANSPORT	27	33 240	9	8 890	-	-	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	-	-	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	8	7 930	-	-	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	20	11 670	4	7 415	-	-	3	1 585	TRANSPORTS ROUTIER
STORAGE	7	5 030	2	775	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	13	11 675	-	-	-	-	-	-	COMMUNICATIONS
UTILITIES	49	59 980	4	2 125	1	360	-	-	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	1	1 300	-	-	-	-	1	300	COMMERCE DE GROS
RETAIL TRADE	80	95 920	9	5 080	-	-	-	-	1	290	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	1	235	-	-	-	-	1	255	FINANCES & ASSURANCES
EDUCATION	367	406 205	274	321 035	1	425	1	585	1	300	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	7	6 040	-	-	2	1 315	-	-	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	4	6 215	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	8	3 310	-	-	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	1	1 900	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	32	21 635	-	-	-	-	1	365	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	1	300	1	205	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	21	20 441	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	9	12 865	-	-	-	-	1	300	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	37	17 825	4	6 480	2	880	3	1 435	ADMIN. LOCALE
TOTAL	1 346	1 886 335	472	474 946	13	15 305	7	4 380	16	7 295	TOTAL
PERCENT %	100.0	100.0	35.1	25.2	1.0	.8	.5	.2	1.2	.4	POURCENT %

TABLE 32 (CONT'D.)-TABLEAU 32 (SUITE)

SHIFT PREMIUM (SECOND SHIFT) PRIME DE DEUXIEME QUART										
GROUPING	16 TO 19 CENTS PER HOUR		20 CENTS PER HOUR		21 TO 25 CENTS PER HOUR		26 TO 30 CENTS PER HOUR		MORE THAN 30 CTS PER HOUR	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										
FORESTRY	1	270		2 225	17	7 280	7	3 415	8	4 740
FISHING	-	-	-	-	-	-	-	-	-	-
MINING	3	920	19	26 470	16	7 870	19	12 500	8	5 750
AIR TRANSPORT	-	-	-	-	-	-	2	475	13	18 535
RAILWAY TRANSPORT	-	-	20	98 630	2	685	1	350	-	-
WATER TRANSPORT	-	-	1	480	2	1 220	1	400	6	4 555
ROAD TRANSPORT	-	-	7	7 590	9	13 495	5	2 165	8	8 725
STORAGE	-	-	2	1 950	-	-	-	-	2	2 100
COMMUNICATIONS	-	-	-	-	6	5 525	1	350	12	69 220
UTILITIES	-	-	3	1 420	6	3 160	11	14 315	15	30 035
WHOLESALE TRADE	1	200	2	465	2	6 340	2	1 140	6	3 770
RETAIL TRADE	-	-	1	250	-	-	2	960	57	74 850
FINANCE AND INSURANCE	-	-	-	-	-	-	-	-	1	230
EDUCATION	5	3 100	10	5 630	18	12 675	8	3 310	27	39 935
HEALTH AND WELFARE	-	-	-	-	16	15 910	17	18 470	23	70 865
RECREATION	1	415	-	-	-	-	-	-	-	-
SERVICES TO BUS. MGMT.	-	-	-	-	-	-	4	2 285	1	400
PERSONAL SERVICES	-	-	1	800	-	-	-	-	-	-
ACCOMMODATION & FOOD	-	-	1	1 300	2	570	-	-	1	250
MISC. SERVICES	-	-	-	-	-	-	1	1 200	2	3 675
FEDERAL ADMIN.	-	-	-	-	11	50 335	9	10 149	8	15 907
PROVINCIAL ADMIN.	1	3 355	2	2 800	13	64 680	8	24 805	17	79 035
LOCAL ADMIN.	1	200	2	1 130	13	10 175	31	28 830	34	25 245
TOTAL	13	8 460	75	151 140	133	199 920	129	216 461	249	457 822
PERCENT %	1.0	.4	5.6	8.0	9.9	10.6	9.6	11.5	18.5	24.3
										POURCENT %

TABLE 32 (CONT'D.)-TABLEAU 32 (SUITE)

SHIFT PREMIUM (SECOND SHIFT) PRIME DE DEUXIEME QUART									
GROUPING	DAILY PREMIUM PRIME QUOTIDIENNE		WEEKLY PREMIUM PRIME HEBDOMADAIRE		MONTHLY PREMIUM PRIME MENSUELLE		PERCENTAGE OF REGULAR WAGE		OTHER AUTRES DISPOSITIONS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									GROUPE
FORESTRY	-	-	-	-	-	-	-	-	NON-MANUFACTURIER
FISHING	-	-	-	-	-	-	-	-	EXPLOIT. FORESTIERE
MINING	1	3 090	-	-	-	2	-	2 820	PECHE
AIR TRANSPORT	2	5 120	-	-	1	220	-	-	MINES
RAILWAY TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS AERIENS
WATER TRANSPORT	1	300	-	-	-	-	7	6 965	TRANSP. FERROVIAIRES
ROAD TRANSPORT	3	1 555	-	-	-	-	-	-	TRANSPORTS PAR EAU
STORAGE	-	-	-	-	-	-	-	-	TRANSPORTS ROUTIER
COMMUNICATIONS	5	12 985	-	-	-	-	1	205	ENTREPOSAGE
UTILITIES	3	4 780	1	590	-	-	3	1 341	COMMUNICATIONS
WHOLESALE TRADE	-	-	-	-	-	-	4	2 805	SERVICES D'UTILITE
RETAIL TRADE	4	4 335	1	1 400	-	-	6	3 250	COMMERCE DE GROS
FINANCE AND INSURANCE	2	1 935	1	210	-	-	4	2 885	COMMERCE DE DETAIL
EDUCATION	5	4 945	-	-	-	-	1	2 430	FINANCES & ASSURANCES
HEALTH AND WELFARE	121	141 035	-	-	2	2 300	12	10 865	ENSEIGNEMENT
RECREATION	-	-	-	-	-	-	-	-	SERV. MEDICAUX/SOCIAUX
SERVICES TO BUS.MGMT.	3	1 095	-	-	-	-	-	-	LOISIRS
PERSONAL SERVICES	-	-	-	-	-	-	1	400	SERV. AUX ENTREPRISES
ACCOMMODATION & FOOD	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
MISC. SERVICES	1	1 000	-	-	-	-	1	640	HEBERGEMENT/RESTAUR.
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	SERVICES DIVERS
PROVINCIAL ADMIN.	12	29 335	-	-	-	-	2	2 700	ADMIN. FEDERALE
LOCAL ADMIN.	1	355	-	-	-	-	-	-	ADMIN. PROVINCIALE
TOTAL	164	211 865	3	2 200	3	2 520	50	47 831	ADMIN. LOCALE
PERCENT %	12.2	11.2	.2	.1	.2	.1	3.7	2.5	TOTAL
									POURCENT %
									85 190
									19
									1.4
									4.6

TABLE 33-TABLEAU 33

SHIFT PREMIUM (THIRD SHIFT) PRIME DE TROISIEME QUART									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		10 CENTS OR LESS PER HOUR		11 TO 14 CENTS PER HOUR		15 CENTS PER HOUR
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									
FORESTRY	39	18 480	3	785	-	-	-	1	200
FISHING	10	13 400	10	13 400	-	-	-	-	-
MINING	75	63 655	1	300	1	200	1	1	220
AIR TRANSPORT	27	33 240	10	9 110	-	-	-	-	-
RAILWAY TRANSPORT	23	99 665	-	-	-	-	-	-	-
WATER TRANSPORT	29	23 455	8	7 930	-	-	-	-	-
ROAD TRANSPORT	60	57 860	24	24 945	3	3 015	1	1	235
STORAGE	7	5 030	2	775	-	-	-	-	-
COMMUNICATIONS	43	141 301	8	3 615	-	-	-	-	-
UTILITIES	49	59 980	6	3 240	-	-	-	1	360
WHOLESALE TRADE	21	16 765	2	1 675	-	-	-	-	-
RETAIL TRADE	80	95 920	24	15 050	-	-	-	1	290
FINANCE AND INSURANCE	8	6 225	2	490	-	-	-	-	-
EDUCATION	367	406 205	278	321 275	1	750	-	-	-
HEALTH AND WELFARE	189	284 715	10	6 955	-	-	1	870	-
RECREATION	5	6 630	3	5 850	-	-	-	-	-
SERVICES TO BUS.MGMT.	17	7 490	8	3 470	-	-	-	-	-
PERSONAL SERVICES	2	2 700	1	1 900	-	-	-	-	-
ACCOMMODATION & FOOD	37	24 120	32	21 635	-	-	-	-	-
MISC. SERVICES	7	7 020	1	300	1	205	-	-	-
FEDERAL ADMIN.	51	190 874	21	20 441	-	-	-	-	-
PROVINCIAL ADMIN.	63	217 175	9	12 865	-	-	-	1	300
LOCAL ADMIN.	137	104 430	40	21 075	-	-	-	-	-
TOTAL	1 346	1 886 335	503	497 081	6	4 170	3	1 510	1 605
PERCENT %	100.0	100.0	37.4	26.4	.4	.2	.2	.4	.1
									POURCENT %

TABLE 33 (CONT'D.) - TABLEAU 33 (SUITE)

SHIFT PREMIUM (THIRD SHIFT) PRIME DE TROISIEME QUART											
GROUPING	16 TO 19 CENTS PER HOUR 16 A 19 CENTS L'HEURE		20 CENTS PER HOUR 20 CENTS L'HEURE		21 TO 25 CENTS PER HOUR 21 A 25 CENTS L'HEURE		26 TO 30 CENTS PER HOUR 26 A 30 CENTS L'HEURE		MORE THAN 30 CTS PER HOUR PLUS DE 30 CENTS L'HEURE		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	-	-	3	900	15	7 650	8	3 955	9	4 990	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-	-	-	-	-	PECHE
MINING	1	1 300	1	340	16	25 395	22	9 865	29	21 695	MINES
AIR TRANSPORT	-	-	-	-	-	-	-	-	15	19 010	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	20	98 690	1	390	2	585	TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	-	-	1	480	-	-	7	5 575	TRANSPORTS PAR EAU
ROAD TRANSPORT	-	-	3	2 250	12	11 190	3	1 555	9	9 115	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-	2	1 950	2	2 100	ENTREPOSAGE
COMMUNICATIONS	-	-	-	-	2	3 800	2	835	15	70 110	COMMUNICATIONS
UTILITIES	-	-	-	-	1	300	8	4 190	24	43 325	SERVICES D'UTILITE
WHOLESALE TRADE	-	-	-	-	4	965	2	6 340	8	4 910	COMMERCE DE GROS
RETAIL TRADE	-	-	-	-	1	285	2	1 000	47	65 830	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	2	965	4	2 010	13	12 240	15	5 090	33	44 910	ENSEIGNEMENT
HEALTH AND WELFARE	-	-	-	-	13	12 835	14	14 105	36	95 635	SERV.MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	1	415	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	-	-	-	-	-	-	1	500	3	1 785	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-	-	-	1	800	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	2	1 665	-	-	1	370	2	450	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	-	-	-	3	4 875	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	-	-	2	4 155	26	163 578	ADMIN. FEDERALE
PROVINCIAL ADMIN.	1	3 355	1	2 600	14	64 880	-	-	25	103 840	ADMIN. PROVINCIALE
LOCAL ADMIN.	-	-	5	6 680	14	10 810	30	27 915	39	27 720	ADMIN. LOCALE
TOTAL	4	5 620	19	16 445	127	249 935	113	82 215	335	690 838	TOTAL
PERCENT %	.3	.3	1.4	.9	9.4	13.2	8.4	4.4	24.9	36.6	POURCENT %

TABLE 33 (CONT'D.)-TABLEAU 33 (SUITE)

SHIFT PREMIUM (THIRD SHIFT)
PRIME DE TROISIEME QUART

GROUPING	DAILY PREMIUM PRIME QUOTIDIENNE		WEEKLY PREMIUM PRIME HEBDOMADAIRE		MONTHLY PREMIUM PRIME MENSUELLE		PERCENTAGE OF REGULAR WAGE		OTHER AUTRES DISPOSITIONS	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										
FORESTRY	-	-	-	-	-	-	-	-	-	-
FISHING	-	-	-	-	-	-	-	-	-	-
MINING	1	3 090	-	-	-	-	1	950	-	-
AIR TRANSPORT	2	5 120	-	-	-	-	-	-	-	-
RAILWAY TRANSPORT	-	-	-	-	-	-	-	-	-	-
WATER TRANSPORT	3	900	-	-	-	-	7	6 965	3	1 605
ROAD TRANSPORT	3	1 555	-	-	-	-	-	-	1	3 660
STORAGE	-	-	-	-	-	-	1	205	-	-
COMMUNICATIONS	4	12 750	-	-	-	-	8	8 686	4	41 505
UTILITIES	3	4 780	1	590	-	-	4	2 805	1	390
WHOLESALE TRADE	-	-	-	-	-	-	5	2 875	-	-
RETAIL TRADE	2	10 510	1	1 400	-	-	2	1 555	-	-
FINANCE AND INSURANCE	2	1 935	2	440	-	-	1	2 430	1	930
EDUCATION	5	4 945	-	-	3	2 655	12	10 865	1	500
HEALTH AND WELFARE	113	124 315	-	-	-	-	-	-	2	30 000
RECREATION	-	-	-	-	-	-	1	365	-	-
SERVICES TO BUS.MGMT.	4	1 335	-	-	-	-	1	400	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-
ACCOMMODATION & FOOD	-	-	-	-	-	-	-	-	-	-
MISC. SERVICES	-	-	-	-	-	-	1	640	1	1 000
FEDERAL ADMIN.	-	-	-	-	-	-	2	2 700	-	-
PROVINCIAL ADMIN.	12	29 335	-	-	-	-	-	-	-	-
LOCAL ADMIN.	1	355	-	-	-	-	5	8 525	3	1 350
TOTAL	155	200 925	4	2 430	3	2 655	51	49 966	17	80 940
PERCENT %	11.5	10.7	.3	.1	.2	.1	3.8	2.6	1.3	4.3

TABLE 34-TABLEAU 34

PREMIUM RATES FOR WORK ON PAID HOLIDAYS
PRIME POUR LE TRAVAIL EFFECTUE LES JOURS FERIES PAYES

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		STRAIGHT TIME TAUX SIMPLE		STRAIGHT TIME FOLLOWED BY TIME AND A HALF		STRAIGHT TIME TIME AND A HALF DOUBLE TIME		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	2	830	1	225	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	10	13 400	9	12 900	1	500	-	-	-	-	PECHE
MINING	75	63 655	2	1 650	1	400	-	-	-	-	MINES
AIR TRANSPORT	27	33 240	7	8 290	-	-	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	3	8 940	-	-	-	-	3	3 960	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	2	600	-	-	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	7	2 190	-	-	-	-	-	-	TRANSPORTS ROUTIER
STORAGE	7	5 030	-	-	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	1	950	-	-	-	-	-	-	COMMUNICATIONS
UTILITIES	49	59 980	1	220	-	-	-	-	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	-	-	-	-	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	80	95 920	3	3 265	-	-	-	-	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	-	-	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	367	406 205	248	306 265	4	4 600	-	-	-	-	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	6	5 550	-	-	-	-	-	-	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	1	5 000	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS, MGMT.	17	7 490	3	1 270	-	-	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	4	2 140	12	4 640	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	-	-	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	4	1 085	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	2	400	1	8 000	-	-	1	4 700	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	15	6 155	1	260	-	-	1	2 400	ADMIN. LOCALE
TOTAL	1 346	1 886 335	320	367 700	21	18 625	-	-	5	11 060	TOTAL
PERCENT %	100.0	100.0	23.8	19.5	1.6	1.0	-	-	.4	.6	POURCENT %

TABLE 34 (CONT'D.) - TABLEAU 34 (SUITE)

PREMIUM RATES FOR WORK ON PAID HOLIDAYS PRIME POUR LE TRAVAIL EFFECTUE LES JOURS FERIES PAYES										
GROUPING	TIME AND A HALF TAUX ET DEMI		TIME AND A HALF FOLLOWED BY DOUBLE TIME		TIME AND A HALF; DOUBLE TIME;DBLE TIME AND A HALF		DOUBLE TIME		DOUBLE TIME; DOUBLE TIME AND A HALF	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										
FORESTRY	19	10 020	14	6 650	-	-	3	755	-	-
FISHING	-	-	-	-	-	-	-	-	-	-
MINING	23	15 175	12	9 400	7	18 835	19	10 635	2	3 015
AIR TRANSPORT	3	3 125	7	17 730	-	-	6	2 415	-	-
RAILWAY TRANSPORT	13	84 230	1	450	1	350	-	-	-	-
WATER TRANSPORT	8	5 495	4	4 430	-	-	8	9 205	2	650
ROAD TRANSPORT	32	35 160	2	1 935	-	-	12	12 290	1	340
STORAGE	4	2 725	-	-	-	-	2	2 100	-	-
COMMUNICATIONS	17	42 051	4	14 650	1	1 070	15	80 225	-	-
UTILITIES	5	2 950	4	2 815	-	-	38	53 475	-	-
WHOLESALE TRADE	4	8 540	1	200	-	-	15	7 225	1	800
RETAIL TRADE	20	18 090	1	1 400	-	-	53	71 000	1	1 400
FINANCE AND INSURANCE	3	1 220	1	1 200	-	-	4	3 805	-	-
EDUCATION	32	41 495	8	8 245	-	-	72	44 305	-	-
HEALTH AND WELFARE	109	86 895	19	18 070	-	-	39	142 840	1	1 400
RECREATION	2	850	1	415	-	-	1	365	-	-
SERVICES TO BUS. MGMT.	6	2 810	2	1 310	-	-	5	1 600	-	-
PERSONAL SERVICES	1	1 900	-	-	-	-	1	800	-	-
ACCOMMODATION & FOOD	9	11 750	1	370	-	-	10	4 470	-	-
MISC. SERVICES	3	3 505	1	1 000	-	-	3	2 515	-	-
FEDERAL ADMIN.	14	15 757	21	154 536	-	-	10	16 796	-	-
PROVINCIAL ADMIN.	38	145 295	5	9 210	-	-	14	48 905	2	665
LOCAL ADMIN.	50	43 410	4	1 550	-	-	58	42 705	-	-
TOTAL	415	582 448	113	255 566	9	20 255	388	558 431	10	8 270
PERCENT %	30.8	30.9	8.4	13.5	.7	1.1	28.8	29.6	.7	.4
										POURCENT %

TABLE 34 (CONT'D.)-TABLEAU 34 (SUITE)

PREMIUM RATES FOR WORK ON PAID HOLIDAYS PRIME POUR LE TRAVAIL EFFECTUE LES JOURS FERIES PAYES									
GROUPING	DOUBLE TIME; DBLE TIME AND A HALF; TRIPLE TIME		DOUBLE TIME; TRIPLE TIME		OTHER AUTRES DISPOSITIONS		AGMTS CONV	WORKERS TRAV	GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-	-	-	PECHE
MINING	-	-	-	2 580	5	1 965	-	-	MINES
AIR TRANSPORT	-	-	-	250	3	1 430	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	2	1 735	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	-	-	5	3 075	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	1	275	2	955	3	4 715	-	-	TRANSPORTS ROUTIER
STORAGE	-	-	1	205	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	2	625	-	-	3	1 730	-	-	COMMUNICATIONS
UTILITIES	-	-	-	-	1	520	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	-	-	-	-	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	-	-	-	765	-	-	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	1	295	-	-	2	1 000	-	-	ENSEIGNEMENT
HEALTH AND WELFARE	1	1 805	-	-	14	28 155	-	-	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	-	-	-	-	1	500	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	1	750	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	-	-	1	1 050	1	1 650	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	-	-	-	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	-	-	-	-	8	7 950	-	-	ADMIN. LOCALE
TOTAL	7	4 735	11	5 805	47	53 440	-	-	TOTAL
PERCENT %	.5	.3	.8	.3	3.5	2.8	-	-	POURCENT %

TABLE 35-TABLEAU 35

GUARANTEED EMPLOYMENT OR EARNINGS
EMPLOI OU REVENU GARANTI

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		MORE THAN ONE DAY, BUT LESS THAN ONE WEEK PLUS D'UN JOUR, MAIS MOINS D'UNE SEMAINE		ON A WEEKLY BASIS A LA SEMAINE		ON A MONTHLY BASIS AU MOIS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	33	16 710	4	1 050	1	450	-	-	EXPLOIT. FORESTIERE
FISHING	10	13 400	9	12 700	1	700	-	-	-	-	PECHE
MINING	75	63 655	73	60 105	-	-	2	3 550	-	-	MINES
AIR TRANSPORT	27	33 240	19	24 735	1	215	-	-	5	7 005	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	10	78 995	6	6 375	1	760	5	12 665	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	20	14 395	1	3 600	2	830	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	42	42 510	7	3 580	8	10 880	-	-	TRANSPORTS ROUTIER
STORAGE	7	5 030	7	5 030	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	42	140 056	-	-	-	-	-	-	COMMUNICATIONS
UTILITIES	49	59 980	48	58 980	-	-	-	-	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	17	15 385	1	300	3	1 080	-	-	COMMERCE DE GROS
RETAIL TRADE	80	95 920	69	72 910	3	11 130	2	2 130	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	8	6 225	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	367	406 205	341	380 480	2	1 145	-	-	-	-	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	179	212 115	6	66 300	-	-	-	-	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	5	6 630	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	17	7 490	15	6 760	1	500	1	230	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	36	23 920	-	-	1	200	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	7	7 020	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	56	150 465	4	22 300	-	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	124	96 580	3	3 900	1	200	-	-	ADMIN. LOCALE
TOTAL	1 346	1 886 335	1 213	1 626 280	40	121 095	22	20 310	10	19 670	TOTAL
PERCENT %	100.0	100.0	90.1	86.2	3.0	6.4	1.6	1.1	.7	1.0	POURCENT %

TABLE 35 (CONT'D.)-TABLEAU 35 (SUITE)

GUARANTEED EMPLOYMENT OR EARNINGS EMPLOI OU REVENU GARANTI									
GROUPING	ON AN ANNUAL BASIS PAR ANNEE		ON A SEASONAL BASIS SAISONNIERE		OTHER AUTRES DISPOSITIONS				GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	1	270	-	-	-	-			EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-			PECHE
MINING	-	-	-	-	-	-			MINES
AIR TRANSPORT	-	-	-	-	2	1 285			TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	1	870			TRANSP. FERROVIAIRES
WATER TRANSPORT	3	1 750	-	-	3	2 880			TRANSPORTS PAR EAU
ROAD TRANSPORT	1	390	-	-	2	500			TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-			ENTREPOSAGE
COMMUNICATIONS	-	-	-	-	1	1 245			COMMUNICATIONS
UTILITIES	-	-	-	-	1	1 000			SERVICES D'UTILITE
WHOLESALE TRADE	-	-	-	-	-	-			COMMERCE DE GROS
RETAIL TRADE	3	6 650	1	850	2	2 250			COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	-	-			FINANCES & ASSURANCES
EDUCATION	20	23 100	-	-	4	1 480			ENSEIGNEMENT
HEALTH AND WELFARE	3	5 100	-	-	1	1 200			SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-			LOISIRS
SERVICES TO BUS. MGMT.	-	-	-	-	-	-			SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-			SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	-			HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	-			SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	-	-			ADMIN. FEDERALE
PROVINCIAL ADMIN.	2	40 410	1	4 000	-	-			ADMIN. PROVINCIALE
LOCAL ADMIN.	4	1 490	1	650	4	1 610			ADMIN. LOCALE
TOTAL	37	79 160	3	5 500	21	14 320			TOTAL
PERCENT %	2.7	4.2	.2	.3	1.6	.8			POURCENT %

TABLE 36-TABLEAU 36

REPORTING PAY
INDEMNITE DE PRESENCE

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		2 HOURS OR LESS OF WORK OR PAY 2 HRS OU MOINS DE TRAVAIL OU DE REMUNERATION		3 HOURS OF WORK OR PAY 3 HEURES DE TRAVAIL OU REMUNERATION		4 HOURS OF WORK OR PAY 4 HEURES DE TRAVAIL OU REMUNERATION		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	22	10 035	3	1 760	1	600	12	5 735	EXPLOIT. FORESTIERE
FISHING	10	13 400	9	11 900	-	-	-	-	1	1 500	PECHE
MINING	75	63 655	5	2 175	-	-	5	3 255	58	52 000	MINES
AIR TRANSPORT	27	33 240	21	27 970	-	-	-	-	3	3 415	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	18	94 085	-	-	1	565	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	10	9 345	2	480	-	-	9	9 875	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	21	12 385	4	6 125	1	250	5	1 975	TRANSPORTS ROUTIER
STORAGE	7	5 030	6	3 530	-	-	-	-	1	1 500	ENTREPOSAGE
COMMUNICATIONS	43	141 301	35	79 016	3	3 860	1	10 000	-	-	COMMUNICATIONS
UTILITIES	49	59 980	39	48 540	2	1 425	2	5 260	4	2 955	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	9	6 410	-	-	-	-	9	9 515	COMMERCE DE GROS
RETAIL TRADE	80	95 920	52	81 115	-	-	-	-	21	11 210	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	7	5 970	1	255	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	367	406 205	352	397 500	4	2 360	2	2 195	9	4 150	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	73	174 550	10	42 100	21	28 895	84	36 570	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	3	6 015	1	250	-	-	1	365	LOISIRS
SERVICES TO BUS. MGMT.	17	7 490	13	5 580	-	-	-	-	3	1 680	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	1	1 900	-	-	-	-	1	800	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	11	5 145	-	-	2	505	5	9 770	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	2	1 315	-	-	2	4 000	3	1 705	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	41	146 933	1	3 000	-	-	8	39 841	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	52	189 310	-	-	9	25 005	2	2 860	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	103	77 725	24	19 930	2	430	7	6 025	ADMIN. LOCALE
TOTAL	1 346	1 886 335	905	1 398 449	55	81 545	49	80 960	246	203 446	TOTAL
PERCENT %	100.0	100.0	67.2	74.1	4.1	4.3	3.6	4.3	18.3	10.8	POURCENT %

TABLE 36 (CONT'D.)-TABLEAU 36 (SUITE)

REPORTING PAY INDEMNITE DE PRESENCE									
GROUPING	5 HOURS OF WORK OR PAY		6 HOURS OF WORK OR PAY		7 HOURS OF WORK OR PAY		8 HOURS OF WORK OR PAY		OTHER AUTRES DISPOSITIONS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	-	-	-	-	1	350	-
FISHING	-	-	-	-	-	-	-	-	-
MINING	1	340	2	1 295	-	4	4	590	-
AIR TRANSPORT	-	-	-	-	1	435	1	740	1
RAILWAY TRANSPORT	-	-	-	-	-	-	2	1 735	2
WATER TRANSPORT	-	-	2	750	-	-	6	3 005	-
ROAD TRANSPORT	-	-	1	750	-	-	25	33 670	3
STORAGE	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	3	44 225	1
UTILITIES	-	-	-	-	-	-	-	-	2
WHOLESALE TRADE	-	-	-	-	-	-	3	840	-
RETAIL TRADE	1	700	-	-	1	300	5	2 595	-
FINANCE AND INSURANCE	-	-	-	-	-	-	-	-	-
EDUCATION	-	-	-	-	-	-	-	-	-
HEALTH AND WELFARE	-	-	-	-	1	2 600	-	-	-
RECREATION	-	-	-	-	-	-	-	-	-
SERVICES TO BUS, MGMT.	-	-	-	-	-	-	1	230	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-
ACCOMMODATION & FOOD	1	400	2	1 100	-	-	16	7 200	-
MISC. SERVICES	-	-	-	-	-	-	-	-	-
FEDERAL ADMIN.	-	-	-	-	1	1 100	-	-	-
PROVINCIAL ADMIN.	-	-	-	-	-	-	-	-	-
LOCAL ADMIN.	-	-	-	-	1	320	-	-	-
TOTAL	3	1 440	7	3 895	5	4 755	67	99 180	9
PERCENT %	.2	.1	.5	.2	.4	.3	5.0	5.3	.7
									TOTAL
									POURCENT %

TABLE 37-TABLEAU 37

CALL-IN (CALL BACK) PAY INDEMNITE DE RAPPEL											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		2 HOURS AT STRAIGHT TIME TAUX SIMPLE POUR UN MINIMUM DE 2 HEURES		3 HOURS AT STRAIGHT TIME TAUX SIMPLE POUR UN MINIMUM DE 3 HEURES		4 HOURS AT STRAIGHT TIME TAUX SIMPLE POUR UN MINIMUM DE 4 HEURES		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	2	1 030	-	-	-	-	4	1 120	EXPLOIT. FORESTIERE
FISHING	10	13 400	10	13 400	-	-	-	-	-	-	PECHE
MINING	75	63 655	6	1 745	-	-	-	-	8	5 630	MINES
AIR TRANSPORT	27	33 240	7	5 110	-	-	-	-	3	3 965	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	9	17 500	-	-	1	325	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	9	6 860	-	-	1	550	2	530	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	16	18 770	1	255	-	-	3	5 605	TRANSPORTS ROUTIER
STORAGE	7	5 030	3	2 025	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	6	3 610	-	-	-	-	6	19 880	COMMUNICATIONS
UTILITIES	49	59 980	4	5 390	-	-	-	220	5	2 190	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	3	2 440	-	-	-	375	4	2 655	COMMERCE DE GROS
RETAIL TRADE	80	95 920	30	23 540	1	3 600	-	-	12	10 295	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	1	230	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	367	406 205	258	314 075	-	-	-	-	4	1 125	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	13	8 050	1	715	2	460	7	2 240	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	1	600	-	-	-	365	-	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	6	2 765	-	-	-	-	2	800	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	1	1 900	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	16	15 535	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	3	1 705	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	8	8 520	1	552	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	5	2 940	-	-	-	-	6	56 910	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	13	9 965	1	560	1	640	1	205	ADMIN. LOCALE
TOTAL	1 346	1 886 335	430	467 705	5	5 682	8	2 935	67	113 150	TOTAL
PERCENT %	100.0	100.0	31.9	24.8	.4	.3	.6	.2	5.0	6.0	POURCENT %

TABLE 37 (CONT'D.)-TABLEAU 37 (SUITE)

CALL-IN (CALL BACK) PAY INDEMNITE DE RAPPEL										
GROUPING	DOUBLE TIME FOR MINIMUM OF 4 HOURS		STR. TIME (MIN.) OR ACTUAL HOURS AT HIGHER RATE		TIME & HALF (MIN) OR ACTUAL HOURS AT HIGHER RATE		APPLICABLE OVERTIME-MINIMUM OF 2 HOURS		APPLICABLE OVERTIME-MINIMUM OF 3 HOURS	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										
FORESTRY	-	-	24	10 555	3	2 150	-	-	-	-
FISHING	-	-	-	-	-	-	-	-	-	-
MINING	1	885	40	31 795	1	740	-	-	1	465
AIR TRANSPORT	1	300	3	5 505	1	220	-	-	-	-
RAILWAY TRANSPORT	-	-	2	800	-	-	-	-	1	565
WATER TRANSPORT	1	985	4	5 200	-	-	-	-	1	2 600
ROAD TRANSPORT	-	-	1	250	-	-	1	505	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	5	2 570	-	-	-	-	2	4 480
UTILITIES	-	-	4	17 105	2	600	4	1 470	1	300
WHOLESALE TRADE	2	1 600	4	6 675	-	-	-	-	-	-
RETAIL TRADE	2	5 750	5	12 390	3	2 275	-	-	4	2 890
FINANCE AND INSURANCE	-	-	2	1 140	-	-	-	-	-	-
EDUCATION	2	900	24	35 900	3	690	13	8 265	17	9 410
HEALTH AND WELFARE	-	-	40	21 700	8	5 870	10	18 430	3	3 350
RECREATION	-	-	1	415	-	-	1	250	-	-
SERVICES TO BUS.MGMT.	-	-	4	2 125	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	1	800
ACCOMMODATION & FOOD	-	-	1	250	1	370	-	-	-	-
MISC. SERVICES	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMIN.	-	-	36	174 886	1	2 095	-	-	3	3 211
PROVINCIAL ADMIN.	-	-	10	15 815	1	11 100	7	19 580	10	15 110
LOCAL ADMIN.	1	260	16	7 875	3	2 580	17	4 340	19	11 690
TOTAL	10	10 680	226	352 951	27	28 690	53	52 840	63	54 871
PERCENT %	.7	.6	16.8	18.7	2.0	1.5	3.9	2.8	4.7	2.9
										POURCENT %

TABLE 37 (CONT'D.)-TABLEAU 37 (SUITE)

CALL-IN (CALL BACK) PAY INDEMNITE DE RAPPEL									
GROUPING	APPLICABLE OVERTIME-MINIMUM OF 4 HOURS		OTHER AUTRES DISPOSITIONS						GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV					
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	1	930					EXPLOIT. FORESTIERE
FISHING	-	-	-	-					PECHE
MINING	3	3 130	4	2 115					MINES
AIR TRANSPORT	4	4 490	6	12 645					TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	3	2 605					TRANSP. FERROVIAIRES
WATER TRANSPORT	3	1 750	3	1 070					TRANSPORTS PAR EAU
ROAD TRANSPORT	3	1 135	9	10 010					TRANSPORTS ROUTIER
STORAGE	1	600	1	205					ENTREPOSAGE
COMMUNICATIONS	2	1 200	4	11 341					COMMUNICATIONS
UTILITIES	-	-	11	19 380					SERVICES D'UTILITE
WHOLESALE TRADE	3	665	-	-					COMMERCE DE GROS
RETAIL TRADE	9	12 295	2	1 900					COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-					FINANCES & ASSURANCES
EDUCATION	5	3 150	2	1 215					ENSEIGNEMENT
HEALTH AND WELFARE	-	-	1	340					SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	1	5 000					LOISIRS
SERVICES TO BUS.MGMT.	1	300	2	765					SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-					SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	1	220					HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	1	675					SERVICES DIVERS
FEDERAL ADMIN.	1	510	1	1 100					ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	1	1 000					ADMIN. PROVINCIALE
LOCAL ADMIN.	4	1 620	7	4 470					ADMIN. LOCALE
TOTAL	39	30 845	61	76 986					TOTAL
PERCENT %	2.9	1.6	4.5	4.1					POURCENT %

TABLE 38 - TABLEAU 38

PORTAL-TO-PORTAL
SALAIRE A LA DEMARCATION

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		PROVISION EXISTS DISPOSITION EXISTE		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON - MANUFACTURING							NON-MANUFACTURIER
FORESTRY	39	18 480	9	4 050	30	14 430	EXPLOIT. FORESTIERE
FISHING	10	13 400	10	13 400	-	-	PECHE
MINING	75	63 655	43	38 605	32	25 050	MINES
AIR TRANSPORT	27	33 240	26	29 740	1	3 500	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	18	76 945	5	22 720	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	24	18 855	5	4 600	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	59	56 660	1	1 200	TRANSPORTS ROUTIER
STORAGE	7	5 030	7	5 030	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	42	139 911	1	1 390	COMMUNICATIONS
UTILITIES	49	59 980	40	34 070	9	25 910	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	19	14 665	2	2 100	COMMERCE DE GROS
RETAIL TRADE	80	95 920	80	95 920	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	8	6 225	-	-	FINANCES & ASSURANCES
EDUCATION	367	406 205	366	405 305	1	900	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	188	284 515	1	200	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	5	6 630	-	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	17	7 490	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	2	2 700	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	36	23 635	1	485	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	7	7 020	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	50	189 774	1	1 100	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	63	217 175	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	137	104 430	-	-	ADMIN. LOCALE
TOTAL	1 346	1 886 335	1 256	1 782 750	90	103 585	TOTAL
PERCENT %	100.0	100.0	93.3	94.5	6.7	5.5	POURCENT %

TABLE 39-TABLEAU 39

STAND-BY PAY
PRIME DE DISPONIBILITE

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		4 HOURS PAY OR LESS 4 HEURES DE REMUNERATION OU MOINS		MORE THAN 4 HOURS PAY PLUS DE 4 HEURES DE REMUNERATION		FLAT AMOUNT PER HOUR OR PER DAY MONTANT FIXE PAR HEURE OU PAR JOUR	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										NON-MANUFACTURIER
FORESTRY	39	18 480	33	16 655	-	-	3	1 000	3	825
FISHING	10	13 400	7	11 000	-	-	-	-	3	2 400
MINING	75	63 655	71	61 725	-	-	1	250	1	1 000
AIR TRANSPORT	27	33 240	18	23 145	3	4 490	-	-	2	3 165
RAILWAY TRANSPORT	23	99 665	22	99 215	1	450	-	-	-	-
WATER TRANSPORT	29	23 455	10	8 660	10	6 540	-	-	2	3 695
ROAD TRANSPORT	60	57 860	53	50 180	2	2 420	2	1 065	2	535
STORAGE	7	5 030	6	4 825	-	-	-	-	-	-
COMMUNICATIONS	43	141 301	38	136 261	-	-	-	-	2	1 125
UTILITIES	49	59 980	20	20 165	11	12 200	3	1 705	12	8 905
WHOLESALE TRADE	21	16 765	20	16 465	-	-	-	-	1	300
RETAIL TRADE	80	95 920	77	89 370	-	-	-	-	-	-
FINANCE AND INSURANCE	8	6 225	7	3 795	1	2 430	-	-	-	-
EDUCATION	367	406 205	347	388 595	5	1 905	1	850	11	12 905
HEALTH AND WELFARE	189	284 715	35	20 540	7	7 490	2	4 000	139	244 525
RECREATION	5	6 630	4	6 215	-	-	-	-	1	415
SERVICES TO BUS. MGMT.	17	7 490	12	4 635	1	500	2	900	2	1 455
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	-	-
ACCOMMODATION & FOOD	37	24 120	37	24 120	-	-	-	-	-	-
MISC. SERVICES	7	7 020	6	6 345	1	675	-	-	-	-
FEDERAL ADMIN.	51	190 874	20	22 907	3	1 505	-	-	21	154 767
PROVINCIAL ADMIN.	63	217 175	11	12 355	15	108 770	1	4 000	34	89 850
LOCAL ADMIN.	137	104 430	70	58 725	33	22 215	4	1 400	26	20 445
TOTAL	1 346	1 886 335	926	1 088 598	93	171 590	19	15 170	262	546 312
PERCENT %	100.0	100.0	68.8	57.7	6.9	9.1	1.4	.8	19.5	29.0
										POURCENT %

TABLE 39 (CONT'D.) - TABLEAU 39 (SUITE)

STAND-BY PAY PRIME DE DISPONIBILITE									
GROUPING	PERCENTAGE OF HOURLY RATE		OVERTIME RATE		OTHER				
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
GROUPING	PERCENTAGE OF HOURLY RATE		OVERTIME RATE		OTHER				GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	-	-	-	-			EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-			PECHE
MINING	1	455	1	225	-	-			MINES
AIR TRANSPORT	2	700	-	-	2	1 740			TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	-	-			TRANSP. FERROVIAIRES
WATER TRANSPORT	2	1 505	-	-	5	3 055			TRANSPORTS PAR EAU
ROAD TRANSPORT	-	-	-	-	1	3 660			TRANSPORTS ROUTIER
STORAGE	-	-	-	-	1	205			ENTREPOSAGE
COMMUNICATIONS	1	280	1	235	1	3 400			COMMUNICATIONS
UTILITIES	-	-	-	-	3	17 005			SERVICES D'UTILITE
WHOLESALE TRADE	-	-	-	-	-	-			COMMERCE DE GROS
RETAIL TRADE	1	4 300	-	-	2	2 250			COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	-	-			FINANCES & ASSURANCES
EDUCATION	2	1 200	-	-	1	750			ENSEIGNEMENT
HEALTH AND WELFARE	2	1 795	2	1 780	2	4 585			SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-			LOISIRS
SERVICES TO BUS. MGMT.	-	-	-	-	-	-			SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-			SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	-			HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	-			SERVICES DIVERS
FEDERAL ADMIN.	6	10 205	1	1 450	-	-			ADMIN. FEDERALE
PROVINCIAL ADMIN.	2	2 200	-	-	-	-			ADMIN. PROVINCIALE
LOCAL ADMIN.	-	-	2	995	2	650			ADMIN. LOCALE
TOTAL	19	22 640	7	4 725	20	37 300			TOTAL
PERCENT %	1.4	1.2	.5	.3	1.5	2.0			POURCENT %

TABLE 40-TABLEAU 40

COST-OF-LIVING ALLOWANCE
INDEMNITE DE VIE CHERE

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		PROVISION IS EFFECTIVE IMMEDIATELY		PROVISION IS EFFECTIVE AT A LATER DATE		AGMTS CONV		WORKERS TRAV		AGMTS CONV		WORKERS TRAV		PROVISION INOPERATIVE DISPOSITION INOPERANTE		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING																			NON-MANUFACTURIER
FORESTRY	39	18 480	37	16 555	1	1 325	-	-	-	-	1	600	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	10	13 400	10	13 400	-	-	-	-	-	-	-	-	-	-	-	-	-	-	PECHE
MINING	75	63 655	17	11 210	54	50 400	-	4	2 045	-	-	-	-	-	-	-	-	-	MINES
AIR TRANSPORT	27	33 240	27	33 240	-	-	-	-	-	-	-	-	-	-	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	5	2 095	18	97 570	-	-	-	-	-	-	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	21	14 545	6	6 335	-	2	2 575	-	-	-	-	-	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	25	15 205	35	42 655	-	-	-	-	-	-	-	-	-	-	-	-	TRANSPORTS ROUTIER
STORAGE	7	5 030	2	565	5	4 465	-	-	-	-	-	-	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	31	67 341	11	58 155	-	1	15 805	-	-	-	-	-	-	-	-	-	COMMUNICATIONS
UTILITIES	49	59 980	29	25 630	19	34 125	-	1	225	-	-	-	-	-	-	-	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	10	5 665	9	4 100	-	2	7 000	-	-	-	-	-	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	80	95 920	53	56 290	23	34 890	-	4	4 740	-	-	-	-	-	-	-	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	6	4 795	2	1 430	-	-	-	-	-	-	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	367	406 205	282	238 075	59	140 605	-	25	27 020	-	-	-	-	-	-	-	-	-	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	158	141 700	27	139 235	-	4	3 780	-	-	-	-	-	-	-	-	-	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	3	1 380	-	-	-	-	-	-	-	-	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	16	7 250	-	-	-	-	-	-	-	-	-	-	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	-	-	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	36	23 920	1	200	-	-	-	-	-	-	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	6	6 380	1	640	-	-	-	-	-	-	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	-	-	-	-	-	-	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	56	149 165	7	68 010	-	-	-	-	-	-	-	-	-	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	89	66 485	45	36 540	-	2	890	-	-	-	-	-	-	-	-	-	ADMIN. LOCALE
TOTAL	1 346	1 886 335	972	1 094 455	323	720 680	-	48	69 570	-	-	-	-	-	-	-	-	-	TOTAL
PERCENT %	100.0	100.0	72.2	58.0	24.0	38.2	-	3.6	3.7	-	-	-	-	-	-	-	-	-	POURCENT %

TABLE 41-TABLEAU 41

WAGE INCENTIVE PRIMES AU RENDEMENT									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		INDIVIDUAL WAGE INCENTIVE PLAN REGIME DE RENDEMENT INDIVIDUEL		GROUP INCENTIVE PLAN REGIME DE RENDEMENT COLLECTIF		PIECE RATE INCENTIVE PLAN REGIME DE RENDEMENT A LA PIECE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	39	18 480	11	6 015	1	800	2	575	11 090
FISHING	10	13 400	10	13 400	-	-	-	-	-
MINING	75	63 655	48	32 995	13	8 155	1	3 090	300
AIR TRANSPORT	27	33 240	27	33 240	-	-	-	-	-
RAILWAY TRANSPORT	23	99 665	23	99 665	-	-	-	-	-
WATER TRANSPORT	29	23 455	29	23 455	-	-	-	-	-
ROAD TRANSPORT	60	57 860	60	57 860	-	-	-	-	-
STORAGE	7	5 030	7	5 030	-	-	-	-	-
COMMUNICATIONS	43	141 301	43	141 301	-	-	-	-	-
UTILITIES	49	59 980	49	59 980	-	-	-	-	-
WHOLESALE TRADE	21	16 765	20	14 965	-	-	-	-	-
RETAIL TRADE	80	95 920	78	95 335	1	305	-	-	1 800
FINANCE AND INSURANCE	8	6 225	8	6 225	-	-	-	-	-
EDUCATION	367	406 205	366	405 980	1	225	-	-	-
HEALTH AND WELFARE	189	284 715	189	284 715	-	-	-	-	-
RECREATION	5	6 630	5	6 630	-	-	-	-	-
SERVICES TO BUS. MGMT.	17	7 490	17	7 490	-	-	-	-	-
PERSONAL SERVICES	2	2 700	1	1 900	-	-	-	-	800
ACCOMMODATION & FOOD	37	24 120	37	24 120	-	-	-	-	-
MISC. SERVICES	7	7 020	7	7 020	-	-	-	-	-
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	-	-	-
PROVINCIAL ADMIN.	63	217 175	63	217 175	-	-	-	-	-
LOCAL ADMIN.	137	104 430	136	103 830	-	-	-	-	-
TOTAL	1 346	1 886 335	1 285	1 839 200	16	9 485	3	3 665	28
PERCENT %	100.0	100.0	95.5	97.5	1.2	.5	.2	.2	.7
									TOTAL
									POURCENT %

TABLE 41 (CONT'D.)-TABLEAU 41 (SUITE)

WAGE INCENTIVE PRIMES AU RENDEMENT									
GROUPING	COMBINATION OF WAGE INCENTIVE PLANS		PLAN MENTIONED BUT NO DETAILS GIVEN		OTHER AUTRES DISPOSITIONS		GROUPE		
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
NON-MANUFACTURING							NON-MANUFACTURIER		
FORESTRY	-	-	-	-	-	-	EXPLOIT. FORESTIERE		
FISHING	-	-	-	-	-	-	PECHE		
MINING	1	635	10	18 155	1	325	MINES		
AIR TRANSPORT	-	-	-	-	-	-	TRANSPORTS AERIENS		
RAILWAY TRANSPORT	-	-	-	-	-	-	TRANSP. FERROVIAIRES		
WATER TRANSPORT	-	-	-	-	-	-	TRANSPORTS PAR EAU		
ROAD TRANSPORT	-	-	-	-	-	-	TRANSPORTS ROUTIER		
STORAGE	-	-	-	-	-	-	ENTREPOSAGE		
COMMUNICATIONS	-	-	-	-	-	-	COMMUNICATIONS		
UTILITIES	-	-	-	-	-	-	SERVICES D'UTILITE		
WHOLESALE TRADE	-	-	-	-	-	-	COMMERCE DE GROS		
RETAIL TRADE	-	-	1	280	-	-	COMMERCE DE DETAIL		
FINANCE AND INSURANCE	-	-	-	-	-	-	FINANCES & ASSURANCES		
EDUCATION	-	-	-	-	-	-	ENSEIGNEMENT		
HEALTH AND WELFARE	-	-	-	-	-	-	SERV. MEDICAUX/SOCIAUX		
RECREATION	-	-	-	-	-	-	LOISIRS		
SERVICES TO BUS. MGMT.	-	-	-	-	-	-	SERV. AUX ENTREPRISES		
PERSONAL SERVICES	-	-	-	-	-	-	SERVICES PERSONNELS		
ACCOMMODATION & FOOD	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.		
MISC. SERVICES	-	-	-	-	-	-	SERVICES DIVERS		
FEDERAL ADMIN.	-	-	-	-	-	-	ADMIN. FEDERALE		
PROVINCIAL ADMIN.	-	-	-	-	-	-	ADMIN. PROVINCIALE		
LOCAL ADMIN.	-	-	1	600	-	-	ADMIN. LOCALE		
TOTAL	1	635	12	19 035	1	325	TOTAL		
PERCENT %	.1	.0	.9	1.0	.1	.0	POURCENT %		

TABLE 42-TABLEAU 42

PAY GUARANTEE DURING MACHINERY BREAKDOWN OR ADVERSE WEATHER CONDITIONS
GARANTIE DE SALAIRE A L'OCCASION D'INTERMITTENCES OU DE PANNES D'EQUIPEMENT

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		PROVISION EXISTS DISPOSITION EXISTE		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING							NON-MANUFACTURIER
FORESTRY	39	18 480	7	2 435	32	16 045	EXPLOIT. FORESTIERE
FISHING	10	13 400	5	6 800	5	6 600	PECHE
MINING	75	63 655	72	62 205	3	1 450	MINES
AIR TRANSPORT	27	33 240	25	32 470	2	770	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	13	15 420	10	84 245	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	19	15 075	10	8 380	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	30	23 405	30	34 455	TRANSPORTS ROUTIER
STORAGE	7	5 030	6	4 615	1	415	ENTREPOSAGE
COMMUNICATIONS	43	141 301	39	135 841	4	5 460	COMMUNICATIONS
UTILITIES	49	59 980	31	24 225	18	35 755	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	17	13 685	4	3 080	COMMERCE DE GROS
RETAIL TRADE	80	95 920	76	93 570	4	2 350	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	8	6 225	-	-	FINANCES & ASSURANCES
EDUCATION	367	406 205	325	343 920	42	62 285	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	186	277 015	3	7 700	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	5	6 630	-	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	17	7 490	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	2	2 700	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	37	24 120	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	7	7 020	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	60	207 645	3	9 530	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	113	82 290	24	22 140	ADMIN. LOCALE
TOTAL	1 346	1 886 335	1 151	1 585 675	195	300 660	TOTAL
PERCENT %	100.0	100.0	85.5	84.1	14.5	15.9	POURCENT %

TABLE 43-TABLEAU 43

NUMBER OF PAID HOLIDAYS PER YEAR NOMBRE DE JOURS FERIES PAYES PAR ANNEE											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		LESS THAN 9 DAYS MOINS DE 9 JOURS		9 DAYS 9 JOURS		10 DAYS 10 JOURS		
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING										NON-MANUFACTURIER	
FORESTRY	39	18 480	-	-	2	545	5	2 360	7	2 810	EXPLOIT. FORESTIERE
FISHING	10	13 400	5	6 900	1	200	-	-	-	-	PECHE
MINING	75	63 655	-	-	1	300	1	635	13	14 115	MINES
AIR TRANSPORT	27	33 240	-	-	-	-	2	1 665	5	1 345	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	-	-	-	-	-	-	5	4 665	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	-	-	-	-	4	1 150	3	2 400	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	1	305	-	-	2	950	15	13 950	TRANSPORTS ROUTIER
STORAGE	7	5 030	-	-	-	-	-	-	1	205	ENTREPOSAGE
COMMUNICATIONS	43	141 301	-	-	-	-	1	1 300	4	3 045	COMMUNICATIONS
UTILITIES	49	59 980	1	1 545	-	-	-	-	4	2 610	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	-	-	-	-	1	540	3	2 325	COMMERCE DE GROS
RETAIL TRADE	80	95 920	3	4 435	-	-	8	5 400	43	59 400	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	-	-	-	-	1	930	1	255	FINANCES & ASSURANCES
EDUCATION	367	406 205	223	256 885	3	19 830	5	6 480	13	7 375	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	2	495	-	-	2	5 200	39	39 385	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	1	5 000	-	-	1	600	1	365	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	-	-	-	-	-	-	1	500	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	-	-	-	-	1	1 900	1	800	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	-	-	-	-	3	1 005	10	11 650	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	-	-	-	-	-	-	2	4 200	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	1	350	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	-	-	1	4 700	-	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	2	3 050	-	-	-	-	1	400	ADMIN. LOCALE
TOTAL	1 346	1 886 335	239	278 965	8	25 575	37	30 115	172	171 800	TOTAL
PERCENT %	100.0	100.0	17.8	14.8	.6	1.4	2.7	1.6	12.8	9.1	POURCENT %

TABLE 43 (CONT'D.) - TABLEAU 43 (SUITE)

NUMBER OF PAID HOLIDAYS PER YEAR NOMBRE DE JOURS FÉRIES PAYÉS PAR ANNÉE										
GROUPING	10 1/2 DAYS		11 DAYS		11 1/2 DAYS		12 DAYS		12 1/2 DAYS	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										
FORESTRY	-	-	8	4 260	-	-	16	8 255	-	-
FISHING	-	-	3	5 600	-	-	1	700	-	-
MINING	-	-	33	33 560	-	-	17	10 045	-	-
AIR TRANSPORT	-	-	14	22 865	-	-	3	3 280	1	3 500
RAILWAY TRANSPORT	-	-	18	95 000	-	-	-	-	-	-
WATER TRANSPORT	-	-	18	18 250	-	-	3	1 255	-	-
ROAD TRANSPORT	-	-	18	23 370	1	1 200	18	14 730	-	-
STORAGE	-	-	5	3 325	-	-	1	1 500	-	-
COMMUNICATIONS	-	-	34	102 851	1	900	3	33 205	-	-
UTILITIES	-	-	24	19 950	3	3 335	7	2 350	-	-
WHOLESALE TRADE	-	-	7	3 445	-	-	4	2 505	-	-
RETAIL TRADE	-	-	19	20 580	-	-	3	3 455	-	-
FINANCE AND INSURANCE	-	-	3	3 840	1	735	-	-	-	-
EDUCATION	-	-	61	37 750	3	1 000	24	24 460	1	1 750
HEALTH AND WELFARE	-	-	112	102 625	2	1 410	9	7 855	-	-
RECREATION	-	-	2	665	-	-	-	-	-	-
SERVICES TO BUS. MGMT.	-	-	15	6 750	-	-	1	240	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-
ACCOMMODATION & FOOD	-	-	20	9 895	-	-	4	1 570	-	-
MISC. SERVICES	-	-	4	1 820	-	-	1	1 000	-	-
FEDERAL ADMIN.	-	-	50	194 524	-	-	-	-	-	-
PROVINCIAL ADMIN.	-	-	28	104 930	8	10 785	14	30 200	6	10 010
LOCAL ADMIN.	-	-	65	44 320	12	13 955	30	18 145	1	255
TOTAL	-	-	561	856 175	31	33 320	159	164 750	9	15 515
PERCENT %	-	-	41.7	45.5	2.3	1.8	11.8	8.7	.7	.8

TABLE 43 (CONT'D.)--TABLEAU 43 (SUITE)

NUMBER OF PAID HOLIDAYS PER YEAR NOMBRE DE JOURS FÉRIES PAYÉS PAR ANNÉE									
GROUPING	13 DAYS 13 JOURS		14 DAYS 14 JOURS		15 DAYS 15 JOURS		MORE THAN 15 DAYS PLUS DE 15 JOURS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	1	250	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-	-	-	PECHE
MINING	8	4 565	2	435	-	-	-	-	MINES
AIR TRANSPORT	1	275	-	-	-	-	1	310	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	1	400	-	-	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	2	690	-	-	1	505	2	2 160	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	-	-	-	-	-	-	-	-	COMMUNICATIONS
UTILITIES	7	28 530	2	1 135	-	-	1	525	SERVICES D'UTILITE
WHOLESALE TRADE	2	6 700	3	950	-	-	1	300	COMMERCE DE GROS
RETAIL TRADE	1	200	1	300	-	-	2	2 150	COMMERCE DE DETAIL
FINANCE AND INSURANCE	2	465	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	20	34 975	4	8 495	8	6 140	2	1 065	ENSEIGNEMENT
HEALTH AND WELFARE	21	124 985	-	-	2	2 760	-	-	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	-	-	-	-	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	4	51 010	2	5 540	-	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	12	8 340	7	2 345	1	275	6	13 345	ADMIN. LOCALE
TOTAL	81	261 135	22	19 450	12	9 680	15	19 855	TOTAL
PERCENT %	6.0	13.8	1.6	1.0	.9	.5	1.1	1.1	POURCENT %

TABLE 44-TABLEAU 44

ELIGIBILITY FOR PAID HOLIDAYS (MINIMUM SERVICE) ADMISSIBILITE AUX JOURS FERIES PAYES (TEMPS DE SERVICE MINIMUM)										
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		UP TO 1 MONTH JUSQU'A 1 MOIS		2 MONTHS 2 MOIS		3 MONTHS 3 MOIS	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										
FORESTRY	39	18 480	3	1 030	12	5 490	18	10 000	6	1 960
FISHING	10	13 400	10	13 400	-	-	-	-	-	-
MINING	75	63 655	35	34 415	21	19 210	12	5 675	4	3 350
AIR TRANSPORT	27	33 240	25	29 990	-	-	-	-	2	3 250
RAILWAY TRANSPORT	23	99 665	4	6 700	18	92 575	1	390	-	-
WATER TRANSPORT	29	23 455	26	22 275	3	1 180	-	-	-	-
ROAD TRANSPORT	60	57 860	28	26 960	27	28 130	3	2 195	2	575
STORAGE	7	5 030	4	2 515	3	2 515	-	-	-	-
COMMUNICATIONS	43	141 301	41	108 301	2	33 000	-	-	-	-
UTILITIES	49	59 980	38	40 065	7	3 535	1	500	2	15 580
WHOLESALE TRADE	21	16 765	9	10 995	4	3 075	4	1 780	3	615
RETAIL TRADE	80	95 920	71	88 800	7	5 240	1	1 500	1	380
FINANCE AND INSURANCE	8	6 225	8	6 225	-	-	-	-	-	-
EDUCATION	367	406 205	346	390 640	10	8 345	2	760	6	2 390
HEALTH AND WELFARE	189	284 715	173	262 480	3	705	2	650	11	20 880
RECREATION	5	6 630	4	6 265	1	365	-	-	-	-
SERVICES TO BUS.MGMT.	17	7 490	15	6 690	2	800	-	-	-	-
PERSONAL SERVICES	2	2 700	-	-	-	-	1	800	1	1 900
ACCOMMODATION & FOOD	37	24 120	14	14 610	6	1 960	11	5 530	5	1 650
MISC. SERVICES	7	7 020	3	1 180	3	2 840	1	3 000	-	-
FEDERAL ADMIN.	51	190 874	50	189 774	1	1 100	-	-	-	-
PROVINCIAL ADMIN.	63	217 175	63	217 175	-	-	-	-	-	-
LOCAL ADMIN.	137	104 430	104	84 450	22	14 420	3	1 280	4	1 435
TOTAL	1 346	1 886 335	1 074	1 564 935	152	224 485	60	34 060	47	53 965
PERCENT %	100.0	100.0	79.8	83.0	11.3	11.9	4.5	1.8	3.5	2.9
		</								

TABLE 44 (CONT'D.)-TABLEAU 44 (SUITE)

ELIGIBILITY FOR PAID HOLIDAYS (MINIMUM SERVICE) ADMISSIBILITE AUX JOURS FERIES PAYES (TEMPS DE SERVICE MINIMUM)										
GROUPING	4 MONTHS 4 MOIS		5 MONTHS 5 MOIS		6 MONTHS 6 MOIS		MORE THAN 6 MONTHS PLUS DE 6 MOIS		OTHER AUTRES DISPOSITIONS	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										
FORESTRY	-	-	-	-	-	-	-	-	-	-
FISHING	-	-	-	-	-	-	-	-	-	-
MINING	2	705	-	-	-	-	-	-	1	300
AIR TRANSPORT	-	-	-	-	-	-	-	-	-	-
RAILWAY TRANSPORT	-	-	-	-	-	-	-	-	-	-
WATER TRANSPORT	-	-	-	-	-	-	-	-	-	-
ROAD TRANSPORT	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-
UTILITIES	1	300	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	1	300	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-
FINANCE AND INSURANCE	-	-	-	-	-	-	-	-	-	-
EDUCATION	1	270	-	-	2	3 800	-	-	-	-
HEALTH AND WELFARE	-	-	-	-	-	-	-	-	-	-
RECREATION	-	-	-	-	-	-	-	-	-	-
SERVICES TO BUS.MGMT.	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-
ACCOMMODATION & FOOD	-	-	-	-	1	370	-	-	-	-
MISC. SERVICES	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMIN.	-	-	-	-	-	-	-	-	-	-
LOCAL ADMIN.	1	225	1	520	1	1 300	1	800	-	-
TOTAL	5	1 500	2	820	4	5 470	1	800	1	300
PERCENT %	.4	.1	.1	.0	.3	.3	.1	.0	.1	.0

TABLE 45-TABLEAU 45

ELIGIBILITY FOR PAID HOLIDAYS (OTHER REQUIREMENTS) ADMISSIBILITE AUX JOURS FERIES PAYES (AUTRES CRITERES)											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		MUST WORK LAST WORKING DAY BEFORE HOLIDAY		MUST WORK NEXT WORKING DAY AFTER HOLIDAY		MUST WORK DAY BEFORE AND AFTER HOLIDAY		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	1	580	-	-	-	-	26	10 860	EXPLOIT. FORESTIERE
FISHING	10	13 400	7	7 800	-	-	-	-	-	-	PECHE
MINING	75	63 655	4	2 470	-	-	-	-	51	33 750	MINES
AIR TRANSPORT	27	33 240	15	18 050	-	-	-	-	6	6 455	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	-	-	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	22	17 000	-	-	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	21	16 440	-	-	-	-	15	19 940	TRANSPORTS ROUTIER
STORAGE	7	5 030	5	2 930	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	17	51 430	-	-	-	-	18	64 496	COMMUNICATIONS
UTILITIES	49	59 980	19	28 685	-	-	-	-	25	18 780	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	5	9 390	-	-	-	-	11	4 545	COMMERCE DE GROS
RETAIL TRADE	80	95 920	21	25 150	-	-	-	-	50	61 820	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	2	1 435	-	-	-	-	4	3 125	FINANCES & ASSURANCES
EDUCATION	367	406 205	306	367 685	-	-	-	-	52	30 075	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	55	90 530	1	200	-	-	108	72 525	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	3	5 850	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	17	7 490	9	3 385	-	-	-	-	3	940	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	-	-	-	-	-	-	2	2 700	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	11	4 125	-	-	-	-	14	14 365	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	1	640	-	-	-	-	4	4 705	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	1	350	-	-	-	-	6	5 927	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	31	93 210	-	-	-	-	9	52 230	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	78	65 015	2	710	-	-	43	23 030	ADMIN. LOCALE
TOTAL	1 346	1 886 335	634	812 150	3	910	-	-	447	430 268	TOTAL
PERCENT %	100.0	100.0	47.1	43.1	.2	.0	-	-	33.2	22.8	POURCENT %

TABLE 45 (CONT'D.)--TABLEAU 45 (SUITE)

ELIGIBILITY FOR PAID HOLIDAYS (OTHER REQUIREMENTS) ADMISSIBILITE AUX JOURS FERIÉS PAYÉS (AUTRES CRITÈRES)									
GROUPING	MUST WORK DAY BEFORE OR AFTER HOLIDAY		MUST WORK SPECIFIED PERIOD		OTHER DISPOSITIONS				
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	GROUPE		
NON-MANUFACTURING							NON-MANUFACTURIER		
FORESTRY	-	-	10	6 090	2	950	EXPLOIT. FORESTIERE		
FISHING	-	-	3	5 600	-	-	PECHE		
MINING	12	16 870	8	10 565	-	-	MINES		
AIR TRANSPORT	-	-	6	8 735	-	-	TRANSPORTS AERIENS		
RAILWAY TRANSPORT	-	-	21	98 415	2	1 250	TRANSP. FERROVIAIRES		
WATER TRANSPORT	4	5 200	3	1 255	-	-	TRANSPORTS PAR EAU		
ROAD TRANSPORT	2	3 320	21	17 410	1	750	TRANSPORTS ROUTIER		
STORAGE	-	-	2	2 100	-	-	ENTREPOSAGE		
COMMUNICATIONS	2	11 200	6	14 175	-	-	COMMUNICATIONS		
UTILITIES	4	12 125	1	390	-	-	SERVICES D'UTILITE		
WHOLESALE TRADE	2	750	1	340	2	1 740	COMMERCE DE GROS		
RETAIL TRADE	6	6 780	3	2 170	-	-	COMMERCE DE DETAIL		
FINANCE AND INSURANCE	-	-	2	1 665	-	-	FINANCES & ASSURANCES		
EDUCATION	4	4 370	5	4 075	-	-	ENSEIGNEMENT		
HEALTH AND WELFARE	22	119 915	3	1 545	-	-	SERV. MEDICAUX/SOCIAUX		
RECREATION	1	415	1	365	-	-	LOISIRS		
SERVICES TO BUS.MGMT.	3	2 160	2	1 005	-	-	SERV. AUX ENTREPRISES		
PERSONAL SERVICES	-	-	-	-	-	-	SERVICES PERSONNELS		
ACCOMMODATION & FOOD	1	200	11	5 430	-	-	HEBERGEMENT/RESTAUR.		
MISC. SERVICES	-	-	2	1 675	-	-	SERVICES DIVERS		
FEDERAL ADMIN.	42	181 897	2	2 700	-	-	ADMIN. FEDERALE		
PROVINCIAL ADMIN.	12	18 185	10	52 450	1	1 100	ADMIN. PROVINCIALE		
LOCAL ADMIN.	9	12 905	4	1 670	1	1 100	ADMIN. LOCALE		
TOTAL	126	396 292	127	239 825	9	6 890	TOTAL		
PERCENT %	9.4	21.0	9.4	12.7	.7	.4	POURCENT %		

TABLE 46-TABLEAU 46

PAID HOLIDAY FALLING ON SATURDAY OR 6TH DAY (NOT NORMALLY WORKED) JOUR FERIE PAYE TOMBANT LE SAMEDI OU LE 6E JOUR (NORMALEMENT CHOME)											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		WORKING DAY OFF WITH PAY		EXTRA DAY'S PAY		WORKING DAY OFF OR EXTRA DAY'S PAY		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	17	7 535	21	10 345	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	10	13 400	10	13 400	-	-	-	-	-	-	PECHE
MINING	75	63 655	45	43 330	19	13 445	7	4 695	3	1 885	MINES
AIR TRANSPORT	27	33 240	11	10 180	9	10 470	2	3 250	5	9 340	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	1	1 020	19	97 635	1	450	1	325	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	9	4 015	18	15 485	2	3 955	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	21	21 255	20	16 560	3	5 135	13	9 515	TRANSPORTS ROUTIER
STORAGE	7	5 030	5	3 730	1	600	-	-	1	700	ENTREPOSAGE
COMMUNICATIONS	43	141 301	3	2 600	28	112 870	2	3 800	8	21 090	COMMUNICATIONS
UTILITIES	49	59 980	10	9 005	26	20 005	-	-	10	15 040	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	8	7 990	10	6 995	1	800	1	540	COMMERCE DE GROS
RETAIL TRADE	80	95 920	48	58 600	25	32 735	2	1 005	5	3 580	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	-	-	5	4 035	1	255	2	1 935	FINANCES & ASSURANCES
EDUCATION	367	406 205	265	310 230	82	79 170	-	-	16	15 550	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	40	49 275	105	195 940	5	1 855	39	37 645	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	3	5 965	1	415	-	-	1	250	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	4	1 675	8	4 265	2	7 115	3	835	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	1	1 900	1	800	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	24	14 745	7	2 950	5	6 060	1	365	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	3	1 145	3	4 675	-	-	1	1 200	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	4	1 085	47	189 789	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	1	8 000	53	157 110	2	40 410	7	11 655	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	38	27 170	76	64 785	3	1 250	20	11 225	ADMIN. LOCALE
TOTAL	1 346	1 886 335	571	603 850	584	1 041 079	38	73 635	137	142 675	TOTAL
PERCENT %	100.0	100.0	42.4	32.0	43.4	55.2	2.8	3.9	10.2	7.6	POURCENT %

TABLE 46 (CONT'D.)-TABLEAU 46 (SUITE)

PAID HOLIDAY FALLING ON SATURDAY OR 6TH DAY (NOT NORMALLY WORKED) JOUR FÉRIÉ PAYÉ TOMBANT LE SAMÉDI OU LE 6 ^E JOUR (NORMALEMENT CHÔME)						
GROUPING	OTHER AUTRES DISPOSITIONS		AGMTS CONV	WORKERS TRAV		GROUPE
NON-MANUFACTURING						NON-MANUFACTURIER
FORESTRY	1	600				EXPLOIT. FORESTIERE
FISHING	-	-				PECHE
MINING	1	300				MINES
AIR TRANSPORT	-	-				TRANSPORTS AERIENS
RAILWAY TRANSPORT	1	235				TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-				TRANSPORTS PAR EAU
ROAD TRANSPORT	3	5 395				TRANSPORTS ROUTIER
STORAGE	-	-				ENTREPOSAGE
COMMUNICATIONS	2	941				COMMUNICATIONS
UTILITIES	3	15 930				SERVICES D'UTILITE
WHOLESALE TRADE	1	440				COMMERCE DE GROS
RETAIL TRADE	-	-				COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-				FINANCES & ASSURANCES
EDUCATION	4	1 255				ENSEIGNEMENT
HEALTH AND WELFARE	-	-				SERV. MEDICAUX/SOCIAUX
RECREATION	-	-				LOISIRS
SERVICES TO BUS. MGMT.	-	-				SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-				SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-				HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-				SERVICES DIVERS
FEDERAL ADMIN.	-	-				ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-				ADMIN. PROVINCIALE
LOCAL ADMIN.	-	-				ADMIN. LOCALE
TOTAL	16	25 096				TOTAL
PERCENT %	1.2	1.3				POURCENT %

TABLE 47-TABLEAU 47

PAID HOLIDAY FALLING ON SUNDAY OR 7TH DAY (NOT NORMALLY WORKED)
JOUR FERIE PAYE TOMBANT LE DIMANCHE OU LE 7E JOUR (NORMALEMENT CHOME)

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		WORKING DAY OFF WITH PAY JOUR OUVRABLE CHOME ET PAYE		EXTRA DAY'S PAY REMUNERATION D'UNE JOURNEE ADDITIONNELLE		WORKING DAY OFF OR EXTRA DAY'S PAY JOUR OUVRABLE PAYE OU CHOME EN SUBSTITUTION		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	17	7 535	21	10 345	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	10	13 400	10	13 400	-	-	-	-	-	-	PECHE
MINING	75	63 655	37	36 065	24	19 985	6	2 825	3	1 885	MINES
AIR TRANSPORT	27	33 240	11	10 180	9	10 470	2	3 250	5	9 340	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	1	1 020	19	97 635	1	450	1	325	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	5	2 985	22	19 990	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	21	21 255	20	16 560	3	5 135	13	9 515	TRANSPORTS ROUTIER
STORAGE	7	5 030	4	3 525	2	805	-	-	1	700	ENTREPOSAGE
COMMUNICATIONS	43	141 301	2	2 250	32	130 060	1	3 000	6	5 050	COMMUNICATIONS
UTILITIES	49	59 980	10	9 005	27	20 305	-	-	10	15 040	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	8	7 990	11	7 535	1	800	-	-	COMMERCE DE GROS
RETAIL TRADE	80	95 920	31	42 290	40	46 740	2	1 005	5	3 580	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	-	-	5	4 035	1	255	2	1 935	FINANCES & ASSURANCES
EDUCATION	367	406 205	264	309 405	83	79 995	-	-	16	15 550	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	39	48 740	106	196 475	5	1 855	39	37 645	SERV.MEDICAUX/SOCIAUX
RECREATION	5	6 630	3	5 965	1	415	-	-	1	250	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	4	1 675	9	4 580	2	715	2	520	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	-	-	2	2 700	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	22	13 795	9	3 900	5	6 060	1	365	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	3	1 145	3	4 675	-	-	1	1 200	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	4	1 085	47	189 789	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	1	8 000	53	157 110	2	40 410	7	11 655	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	37	26 790	78	65 790	2	625	20	11 225	ADMIN. LOCALE
TOTAL	1 346	1 886 335	534	574 100	623	1 089 894	33	66 385	133	125 780	TOTAL
PERCENT %	100.0	100.0	39.7	30.4	46.3	57.8	2.5	3.5	9.9	6.7	POURCENT %

TABLE 47 (CONT'D.)-TABLEAU 47 (SUITE)

PAID HOLIDAY FALLING ON SUNDAY OR 7TH DAY (NOT NORMALLY WORKED) JOUR FERIE PAYE TOMBANT LE DIMANCHE OU LE 7E JOUR (NORMALEMENT CHOME)						
GROUPING	OTHER AUTRES DISPOSITIONS		AGMTS CONV	WORKERS TRAV		GROUPE
NON-MANUFACTURING						NON-MANUFACTURIER
FORESTRY	1	600				EXPLOIT. FORESTIERE
FISHING	-	-				PECHE
MINING	5	2 895				MINES
AIR TRANSPORT	-	-				TRANSPORTS AERIENS
RAILWAY TRANSPORT	1	235				TRANSP. FERROVIAIRES
WATER TRANSPORT	2	480				TRANSPORTS PAR EAU
ROAD TRANSPORT	3	5 395				TRANSPORTS ROUTIER
STORAGE	-	-				ENTREPOSAGE
COMMUNICATIONS	2	941				COMMUNICATIONS
UTILITIES	2	15 630				SERVICES D'UTILITE
WHOLESALE TRADE	1	440				COMMERCE DE GROS
RETAIL TRADE	2	2 305				COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-				FINANCES & ASSURANCES
EDUCATION	4	1 255				ENSEIGNEMENT
HEALTH AND WELFARE	-	-				SERV. MEDICAUX/SOCIAUX
RECREATION	-	-				LOISIRS
SERVICES TO BUS. MGMT.	-	-				SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-				SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-				HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-				SERVICES DIVERS
FEDERAL ADMIN.	-	-				ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-				ADMIN. PROVINCIALE
LOCAL ADMIN.	-	-				ADMIN. LOCALE
TOTAL	23	30 176				TOTAL
PERCENT %	1.7	1.6				POURCENT %

TABLE 48-TABLEAU 48

PAID VACATION - SELECTION
VACANCES PAYEES - CHOIX

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		PLANT SHUTDOWN FERMETURE D'ETABLISSEMENT		RIGHT TO SELECT VACATION DROIT DE CHOISIR LES VACANCES		PLANT SHUT-DOWN AND RIGHT TO SELECT VACATION DROIT DE CHOISIR ET FERMETURE DE L'ETABLISSEMENT		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	7	4 705	3	820	16	9 160	13	3 795	EXPLOIT. FORESTIERE
FISHING	10	13 400	10	13 400	-	-	-	-	-	-	PECHE
MINING	75	63 655	8	4 540	-	-	53	50 545	14	8 570	MINES
AIR TRANSPORT	27	33 240	-	-	-	-	27	33 240	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	7	65 740	-	-	13	11 830	3	22 095	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	13	6 860	-	-	16	16 595	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	4	3 830	-	-	55	53 780	1	250	TRANSPORTS ROUTIER
STORAGE	7	5 030	2	620	-	-	5	4 410	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	4	3 330	-	-	39	137 971	-	-	COMMUNICATIONS
UTILITIES	49	59 980	12	6 325	-	-	37	53 655	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	4	2 675	1	375	13	6 715	3	7 000	COMMERCE DE GROS
RETAIL TRADE	80	95 920	14	14 270	-	-	63	79 350	3	2 300	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	-	-	-	-	8	6 225	-	-	FINANCES & ASSURANCES
EDUCATION	367	406 205	264	325 640	1	445	72	55 615	30	24 505	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	19	13 090	-	-	168	270 635	2	990	SERV.MEDICAUX/SOCIAUX
RECREATION	5	6 630	2	5 250	-	-	3	1 380	-	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	7	4 220	-	-	10	3 270	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	1	1 900	-	-	1	800	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	12	5 470	-	-	25	18 650	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	3	2 140	-	-	4	4 880	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	2	835	-	-	49	190 039	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	15	60 240	-	-	48	156 935	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	44	31 895	-	-	88	69 055	5	3 480	ADMIN. LOCALE
TOTAL	1 346	1 886 335	454	576 975	5	1 640	813	1 234 735	74	72 985	TOTAL
PERCENT %	100.0	100.0	33.7	30.6	.4	.1	60.4	65.5	5.5	3.9	POURCENT %

TABLE 49-TABLEAU 49

ANNUAL PAID VACATION OF 3 WEEKS - LENGTH OF SERVICE REQUIRED TO QUALIFY CONGE ANNUEL PAYE DE 3 SEMAINES - TEMPS DE SERVICE REQUIS										
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		1 YEAR OR LESS UN AN OU MOINS		2 YEARS 2 ANS		3 YEARS 3 ANS	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										NON-MANUFACTURIER
FORESTRY	39	18 480	-	-	-	1 500	1	600	6	2 755
FISHING	10	13 400	4	5 400	11	3 785	-	-	2	900
MINING	75	63 655	3	3 915	-	-	13	12 815	13	7 820
AIR TRANSPORT	27	33 240	2	2 540	3	5 505	-	-	6	10 555
RAILWAY TRANSPORT	23	99 665	-	-	-	-	2	800	5	2 095
WATER TRANSPORT	29	23 455	5	2 050	11	10 635	5	2 860	2	675
ROAD TRANSPORT	60	57 860	2	805	8	8 090	3	2 110	18	23 935
STORAGE	7	5 030	1	205	3	2 365	-	-	2	960
COMMUNICATIONS	43	141 301	3	1 710	20	78 896	4	13 290	6	41 380
UTILITIES	49	59 980	7	14 225	17	18 815	7	5 005	6	16 705
WHOLESALE TRADE	21	16 765	-	-	1	540	2	1 400	4	3 130
RETAIL TRADE	80	95 920	7	6 745	13	14 945	2	1 350	13	15 585
FINANCE AND INSURANCE	8	6 225	-	-	4	4 595	1	235	2	1 140
EDUCATION	367	406 205	265	342 570	63	50 005	15	6 450	12	3 325
HEALTH AND WELFARE	189	284 715	28	159 225	87	93 620	6	4 335	37	14 805
RECREATION	5	6 630	1	5 000	2	665	-	-	-	-
SERVICES TO BUS. MGMT.	17	7 490	-	-	9	4 700	-	-	4	1 720
PERSONAL SERVICES	2	2 700	-	-	-	-	-	-	-	-
ACCOMMODATION & FOOD	37	24 120	1	250	1	370	1	750	4	10 785
MISC. SERVICES	7	7 020	-	-	1	675	2	1 640	-	-
FEDERAL ADMIN.	51	190 874	-	-	46	157 184	2	19 910	3	13 780
PROVINCIAL ADMIN.	63	217 175	2	9 050	61	208 125	-	-	-	-
LOCAL ADMIN.	137	104 430	1	200	55	43 220	23	29 395	29	21 145
TOTAL	1 346	1 886 335	332	553 890	417	708 235	89	102 945	174	193 195
PERCENT %	100.0	100.0	24.7	29.4	31.0	37.6	6.5	6.0	13.0	9.7

TABLE 49 (CONT'D.) - TABLEAU 49 (SUITE)

ANNUAL PAID VACATION OF 3 WEEKS - LENGTH OF SERVICE REQUIRED TO QUALIFY CONGE ANNUEL PAYE DE 3 SEMAINES - TEMPS DE SERVICE REQUIS									
GROUPING	4 YEARS 4 ANS		5 YEARS 5 ANS		6 TO 9 YEARS DE 6 A 9 ANS		10 YEARS OR MORE 10 ANS OU PLUS		OTHER AUTRES DISPOSITIONS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	13	7 695	17	6 885	2	545	-	-	EXPLOIT. FORESTIERE
FISHING	3	5 600	-	-	-	-	-	-	PECHE
MINING	1	250	29	19 705	5	15 365	-	-	MINES
AIR TRANSPORT	2	760	14	13 880	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	8	27 360	8	69 410	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	2	780	2	755	2	5 700	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	5	4 330	22	17 655	2	935	-	-	TRANSPORTS ROUTIER
STORAGE	-	-	1	1 500	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	8	4 830	2	1 195	-	-	-	-	COMMUNICATIONS
UTILITIES	5	1 920	7	3 310	-	-	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	-	-	14	11 695	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	15	19 485	30	37 810	-	-	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	1	255	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	10	2 780	1	225	-	-	1	850	ENSEIGNEMENT
HEALTH AND WELFARE	29	10 130	-	-	-	-	2	2 600	SERV. MEDICAUX/SOCIAUX
RECREATION	1	365	1	600	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	1	300	3	770	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	1	800	1	1 900	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	5	1 635	20	8 985	5	1 345	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	2	1 500	2	3 205	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	-	-	-	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	13	4 885	15	4 935	-	-	1	650	ADMIN. LOCALE
TOTAL	123	94 605	190	203 575	17	25 790	4	4 100	TOTAL
PERCENT %	9.1	5.0	14.1	10.8	1.3	1.4	.3	.2	POURCENT %

TABLE 50-TABLEAU 50

ANNUAL PAID VACATION OF 4 WEEKS - LENGTH OF SERVICE REQUIRED TO QUALIFY CONGE ANNUEL PAYE DE 4 SEMAINES - TEMPS DE SERVICE REQUIS									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		ONE YEAR OR LESS UN AN OU MOINS		2 TO 4 YEARS DE 2 A 4 ANS		5 YEARS 5 ANS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	39	18 480	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	10	13 400	7	7 800	-	-	-	-	PECHE
MINING	75	63 655	3	1 225	1	3 090	10	365	MINES
AIR TRANSPORT	27	33 240	2	2 540	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	-	-	-	-	2	800	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	4	2 880	3	1 500	1	220	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	1	205	1	600	-	-	TRANSPORTS ROUTIER
STORAGE	7	5 030	1	205	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	1	1 300	2	410	-	-	COMMUNICATIONS
UTILITIES	49	59 980	3	2 100	4	12 125	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	1	1 800	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	80	95 920	6	5 345	1	1 400	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	367	406 205	235	231 975	28	108 370	1	1 400	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	4	965	29	168 530	46	37 100	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	1	5 000	-	-	-	-	LOISIRS
SERVICES TO BUS, MGMT.	17	7 490	2	900	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	2	455	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	-	-	-	-	1	235	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	-	-	4	49 460	2	2 860	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	1	650	1	200	2	405	ADMIN. LOCALE
TOTAL	1 346	1 886 335	274	265 345	74	345 685	65	53 385	TOTAL
PERCENT %	100.0	100.0	20.4	14.1	5.5	18.3	4.8	2.8	POURCENT %
									2.7
									2.4

TABLE 50 (CONT'D.)-TABLEAU 50 (SUITE)

ANNUAL PAID VACATION OF 4 WEEKS - LENGTH OF SERVICE REQUIRED TO QUALIFY CONGE ANNUEL PAYE DE 4 SEMAINES - TEMPS DE SERVICE REQUIS									
GROUPING	6 TO 9 YEARS DE 6 A 9 ANS		10 YEARS 10 ANS		11 TO 14 YEARS DE 11 A 14 ANS		15 YEARS OR MORE 15 ANS OU PLUS		OTHER AUTRES DISPOSITIONS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	15	8 365	7	4 050	15	5 540	2	525	-
FISHING	1	500	2	5 100	-	-	-	-	-
MINING	11	6 035	26	14 855	10	3 660	13	24 035	-
AIR TRANSPORT	3	1 415	22	29 285	-	-	-	-	-
RAILWAY TRANSPORT	-	-	5	2 095	16	96 770	-	-	-
WATER TRANSPORT	6	5 515	5	5 030	5	2 535	4	5 350	-
ROAD TRANSPORT	12	10 495	28	26 425	13	13 410	1	235	-
STORAGE	-	-	5	4 465	1	360	-	-	-
COMMUNICATIONS	10	13 950	14	77 511	11	30 380	5	17 750	-
UTILITIES	9	4 705	22	29 485	8	9 235	3	2 330	-
WHOLESALE TRADE	7	5 070	5	1 730	4	1 465	4	6 700	-
RETAIL TRADE	52	75 055	12	8 240	3	1 185	5	3 945	-
FINANCE AND INSURANCE	1	230	7	5 995	-	-	-	-	-
EDUCATION	36	23 855	50	25 200	10	6 855	-	-	-
HEALTH AND WELFARE	12	16 525	30	14 880	47	19 075	1	300	-
RECREATION	1	250	2	965	1	415	-	-	-
SERVICES TO BUS. MGMT.	2	800	4	2 390	8	3 160	1	240	-
PERSONAL SERVICES	-	-	-	-	1	800	1	1 900	-
ACCOMMODATION & FOOD	4	9 770	14	6 240	14	6 670	3	985	-
MISC. SERVICES	1	675	4	3 045	2	3 300	-	-	-
FEDERAL ADMIN.	1	1 075	45	185 209	4	4 355	-	-	-
PROVINCIAL ADMIN.	26	67 580	18	38 035	11	55 440	1	2 600	-
LOCAL ADMIN.	42	32 745	62	57 855	22	10 505	5	1 405	-
TOTAL	252	284 610	389	548 085	206	275 115	49	68 300	-
PERCENT %	18.7	15.1	28.9	29.1	15.3	14.6	3.6	3.6	-
									POURCENT %

TABLE 51-TABLEAU 51

ANNUAL PAID VACATION OF 5 WEEKS - LENGTH OF SERVICE REQUIRED TO QUALIFY CONGE ANNUEL PAYE DE 5 SEMAINES - TEMPS DE SERVICE REQUIS											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		10 YEARS OR LESS 10 ANS OU MOINS		11 TO 14 YEARS DE 11 A 14 ANS		15 YEARS 15 ANS		
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING										NON-MANUFACTURIER	
FORESTRY	39	18 480	3	2 245	-	-	-	-	4	2 215	EXPLOIT. FORESTIERE
FISHING	10	13 400	7	7 800	-	-	-	-	-	-	PECHE
MINING	75	63 655	26	15 290	5	6 305	4	2 730	9	5 515	MINES
AIR TRANSPORT	27	33 240	6	4 055	1	215	-	-	3	3 570	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	2	685	1	350	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	8	5 005	3	975	3	3 400	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	4	1 390	3	1 115	1	340	12	15 255	TRANSPORTS ROUTIER
STORAGE	7	5 030	-	-	1	205	-	-	1	600	ENTREPOSAGE
COMMUNICATIONS	43	141 301	5	3 145	-	-	-	-	-	-	COMMUNICATIONS
UTILITIES	49	59 980	1	900	2	1 200	-	-	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	3	8 000	-	-	4	2 370	2	1 400	COMMERCE DE GROS
RETAIL TRADE	80	95 920	10	9 080	-	-	15	15 215	7	5 720	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	2	2 685	-	-	-	-	1	230	FINANCES & ASSURANCES
EDUCATION	367	406 205	250	308 360	3	2 375	5	3 465	3	1 045	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	24	23 390	5	34 910	7	18 310	1	1 100	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	2	5 600	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	4	1 640	-	-	1	300	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	1	1 900	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	25	18 545	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	3	3 505	-	-	1	675	1	1 200	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	-	-	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	1	2 600	1	1 200	8	26 650	1	1 000	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	3	1 155	1	200	1	305	4	7 120	ADMIN. LOCALE
TOTAL	1 346	1 886 335	390	426 975	26	49 050	50	73 760	49	45 970	TOTAL
PERCENT %	100.0	100.0	29.0	22.6	1.9	2.6	3.7	3.9	3.6	2.4	POURCENT %

TABLE 51 (CONT'D.)-TABLEAU 51 (SUITE)

ANNUAL PAID VACATION OF 5 WEEKS - LENGTH OF SERVICE REQUIRED TO QUALIFY
CONGE ANNUEL PAYE DE 5 SEMAINES - TEMPS DE SERVICE REQUIS

GROUPING	16 TO 19 YEARS DE 16 A 19 ANS		20 YEARS 20 ANS		21 TO 24 YEARS DE 21 A 24 ANS		25 YEARS OR MORE 25 ANS OU PLUS		OTHER AUTRES DISPOSITIONS	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										
FORESTRY	11	5 520	3	1 390	12	3 895	6	3 215	-	-
FISHING	1	500	-	-	2	5 100	-	-	-	-
MINING	3	1 175	16	12 805	4	2 610	8	17 225	-	-
AIR TRANSPORT	1	740	13	19 155	1	2 950	2	2 555	-	-
RAILWAY TRANSPORT	4	1 860	-	-	16	96 770	-	-	-	-
WATER TRANSPORT	3	1 735	3	1 830	2	780	7	9 730	-	-
ROAD TRANSPORT	22	24 875	8	5 935	8	8 470	2	480	-	-
STORAGE	1	1 500	3	2 365	1	360	-	-	-	-
COMMUNICATIONS	3	7 880	17	30 500	9	56 276	9	43 500	-	-
UTILITIES	16	15 390	21	38 240	7	3 220	2	1 030	-	-
WHOLESALE TRADE	5	2 830	5	1 750	-	-	2	415	-	-
RETAIL TRADE	37	52 975	7	6 350	-	-	4	6 580	-	-
FINANCE AND INSURANCE	1	930	3	2 170	-	-	1	210	-	-
EDUCATION	41	24 705	28	12 565	8	7 305	29	46 385	-	-
HEALTH AND WELFARE	27	32 915	69	44 715	35	13 265	21	116 110	-	-
RECREATION	1	250	-	-	-	-	2	780	-	-
SERVICES TO BUS.MGMT.	1	230	-	-	6	3 175	5	2 145	-	-
PERSONAL SERVICES	-	-	-	-	1	800	-	-	-	-
ACCOMMODATION & FOOD	1	200	6	3 425	2	1 120	3	830	-	-
MISC. SERVICES	1	640	1	1 000	-	-	-	-	-	-
FEDERAL ADMIN.	1	280	-	-	31	133 384	19	57 210	-	-
PROVINCIAL ADMIN.	23	50 045	11	42 995	5	27 920	13	64 765	-	-
LOCAL ADMIN.	66	52 955	44	28 980	10	7 715	8	6 000	-	-
TOTAL	270	280 130	258	256 170	160	375 115	143	379 165	-	-
PERCENT %	20.1	14.9	19.2	13.6	11.9	19.9	10.6	20.1	-	-
									TOTAL	POURCENT %

TABLE 52-TABLEAU 52

ANNUAL PAID VACATION OF 6 WEEKS - LENGTH OF SERVICE REQUIRED TO QUALIFY CONGE ANNUEL PAYE DE 6 SEMAINES - TEMPS DE SERVICE REQUIS										
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		15 YEARS OR LESS 15 ANS OU MOINS		16 TO 19 YEARS DE 16 A 19 ANS		20 YEARS 20 ANS	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										GROUPE
FORESTRY	39	18 480	14	6 235	-	-	-	-	-	NON-MANUFACTURIER
FISHING	10	13 400	7	7 800	-	-	-	-	-	EXPLOIT. FORESTIERE
MINING	75	63 655	51	34 335	-	-	-	-	4	PECHE
										MINES
AIR TRANSPORT	27	33 240	19	16 510	-	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	3	1 035	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	21	16 760	-	-	-	-	2	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	24	11 450	1	600	-	-	1	TRANSPORTS ROUTIER
STORAGE	7	5 030	2	565	-	-	-	-	1	ENTREPOSAGE
COMMUNICATIONS	43	141 301	30	40 706	-	-	-	-	-	COMMUNICATIONS
UTILITIES	49	59 980	24	24 660	-	-	-	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	12	11 105	-	-	4	2 370	2	COMMERCE DE GROS
RETAIL TRADE	80	95 920	25	21 000	-	-	13	14 530	6	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	7	5 990	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	367	406 205	313	375 220	3	1 925	2	2 200	2	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	180	238 465	2	28 500	-	-	2	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	4	6 380	-	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	17	7 490	14	6 475	-	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	34	21 835	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	5	5 345	-	-	-	-	1	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	44	173 055	1	1 200	3	3 300	5	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	48	35 825	-	-	1	200	1	ADMIN. LOCALE
TOTAL	1 346	1 886 335	934	1 254 325	7	32 225	23	22 600	27	50 450
PERCENT %	100.0	100.0	69.4	66.5	.5	1.7	1.7	1.2	2.0	2.7

TABLE 52 (CONT'D.)-TABLEAU 52 (SUITE)

ANNUAL PAID VACATION OF 6 WEEKS - LENGTH OF SERVICE REQUIRED TO QUALIFY CONGE ANNUEL PAYE DE 6 SEMAINES - TEMPS DE SERVICE REQUIS									
GROUPING	21 TO 24 YEARS DE 21 A 24 ANS		25 YEARS 25 ANS		26 TO 29 YEARS DE 26 A 29 ANS		30 YEARS OR MORE 30 ANS OU PLUS		OTHER AUTRES DISPOSITIONS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									GROUPE
FORESTRY	10	5 240	-	-	14	6 555	1	450	NON-MANUFACTURIER
FISHING	-	-	-	-	3	5 600	-	-	EXPLOIT. FORESTIERE
MINING	2	1 900	2	1 750	2	1 500	14	20 385	PECHE
AIR TRANSPORT	-	-	1	460	1	740	6	15 530	MINES
RAILWAY TRANSPORT	-	-	2	1 230	7	23 555	11	73 845	TRANSPORTS AERIENS
WATER TRANSPORT	2	1 535	-	-	3	980	1	1 000	TRANSP. FERROVIAIRES
ROAD TRANSPORT	6	2 840	17	25 030	9	11 695	2	4 495	TRANSPORTS PAR EAU
STORAGE	-	-	-	-	1	1 500	3	2 365	TRANSPORTS ROUTIER
UTILITIES	-	-	2	10 225	-	-	11	90 370	ENTREPOSAGE
WHOLESALE TRADE	-	-	5	3 880	6	2 400	14	29 040	COMMUNICATIONS
RETAIL TRADE	14	19 485	3	1 890	-	-	-	-	SERVICES D'UTILITE
FINANCE AND INSURANCE	-	-	21	32 340	-	-	1	750	COMMERCE DE GROS
EDUCATION	11	7 885	1	235	-	-	-	-	COMMERCE DE DETAIL
HEALTH AND WELFARE	1	3 300	3	5 960	17	7 940	9	4 435	FINANCES & ASSURANCES
RECREATION	-	-	-	-	-	-	1	2 000	ENSEIGNEMENT
SERVICES TO BUS.MGMT.	-	-	1	300	1	250	-	-	SERV.MEDICAUX/SOCIAUX
PERSONAL SERVICES	-	-	-	-	-	-	2	715	LOISIRS
ACCOMMODATION & FOOD	-	-	-	-	-	-	3	2 285	SERV. AUX ENTREPRISES
MISC. SERVICES	-	-	1	1 000	-	-	-	-	SERVICES PERSONNELS
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
PROVINCIAL ADMIN.	-	-	3	4 360	-	-	-	-	SERVICES DIVERS
LOCAL ADMIN.	18	17 650	39	38 055	14	5 025	7	11 910	ADMIN. FEDERALE
TOTAL	64	59 835	111	132 215	78	67 740	102	266 945	ADMIN. PROVINCIALE
PERCENT %	4.8	3.2	8.2	7.0	5.8	3.6	7.6	14.2	TOTAL
									POURCENT %

TABLE 53-TABLEAU 53

PAID VACATION - MORE THAN 8 WEEKS
CONGE ANNUEL PAYE DE PLUS DE 8 SEMAINES

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		7 WEEKS VACATION 7 SEMAINES DE VACANCES		8 WEEKS VACATION 8 SEMAINES DE VACANCES		MORE THAN 8 WEEKS PLUS DE 8 SEMAINES		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	39	18 480	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	10	13 400	10	13 400	-	-	-	-	-	-	PECHE
MINING	75	63 655	74	63 405	1	250	-	-	-	-	MINES
AIR TRANSPORT	27	33 240	27	33 240	-	-	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	23	99 665	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	29	23 455	-	-	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	59	56 110	1	1 750	-	-	-	-	TRANSPORTS ROUTIER
STORAGE	7	5 030	7	5 030	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	40	93 101	3	48 200	-	-	-	-	COMMUNICATIONS
UTILITIES	49	59 980	49	59 980	-	-	-	-	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	17	14 635	3	1 830	1	300	-	-	COMMERCE DE GROS
RETAIL TRADE	80	95 920	58	68 930	22	26 990	-	-	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	8	6 225	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	367	406 205	360	396 780	-	-	6	8 975	1	450	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	187	256 215	-	-	-	-	2	28 500	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	5	6 630	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	17	7 490	17	7 490	-	-	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	37	24 120	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	7	7 020	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	62	215 975	1	1 200	-	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	132	102 640	5	1 790	-	-	-	-	ADMIN. LOCALE
TOTAL	1 346	1 886 335	1 300	1 766 100	36	82 010	7	9 275	3	28 950	TOTAL
PERCENT %	100.0	100.0	96.6	93.6	2.7	4.3	.4	.5	.3	1.5	POURCENT %

TABLE 54-TABEAU 54

CARRY-OVER OF VACATION CREDITS
REPORT DES CONGES ANNUELS

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		CARRY-OVER WITH LIMIT ACCUMULATION LIMITEE		CARRY-OVER WITHOUT LIMIT ACCUMULATION ILLIMITEE		CARRY-OVER SPECIFICALLY PROHIBITED ACCUMULATION INTERDITE		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	22	11 465	-	-	-	-	17	7 015	EXPLOIT. FORESTIERE
FISHING	10	13 400	10	13 400	-	-	-	-	-	-	PECHE
MINING	75	63 655	50	33 255	10	8 560	-	-	15	21 840	MINES
AIR TRANSPORT	27	33 240	15	23 655	4	4 420	1	385	7	4 780	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	10	78 565	13	21 100	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	19	13 465	6	6 255	2	2 905	2	830	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	42	34 835	8	13 710	1	390	9	8 925	TRANSPORTS ROUTIER
STORAGE	7	5 030	6	4 670	-	-	-	-	1	360	ENTREPOTAGE
COMMUNICATIONS	43	141 301	11	6 930	19	55 766	6	57 500	7	21 105	COMMUNICATIONS
UTILITIES	49	59 980	27	25 200	18	32 045	1	1 300	3	1 435	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	13	12 305	-	-	-	-	8	4 460	COMMERCE DE GROS
RETAIL TRADE	80	95 920	42	45 050	12	15 135	-	-	26	35 735	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	2	1 185	2	3 630	1	735	3	675	FINANCES & ASSURANCES
EDUCATION	367	406 205	296	352 875	50	35 720	3	4 160	18	13 450	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	104	172 160	48	67 470	5	12 600	32	32 485	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	3	5 965	1	250	1	415	-	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	9	4 020	2	805	3	1 710	3	955	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	21	17 410	2	640	-	-	14	6 070	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	3	4 500	3	2 315	-	-	1	205	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	2	8 045	13	18 441	36	164 388	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	4	47 710	57	167 365	1	1 000	1	1 100	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	65	51 710	57	46 025	3	2 405	12	4 290	ADMIN. LOCALE
TOTAL	1 346	1 885 335	778	971 075	325	499 652	64	249 893	179	165 715	TOTAL
PERCENT %	100.0	100.0	57.8	51.5	24.1	26.5	4.8	13.2	13.3	8.8	POURCENT %

TABLE 55-TABEAU 55

PRE-RETIEMENT VACATION
CONGE DE PRE-RETRAITE

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		LAST YEAR OF EMPLOYMENT DERNIERE ANNEE D'EMPLOI		GRADUATED ACCORDING TO AGE FONCTION DE L'AGE		ELIGIBLE AFTER MINIMUM YEARS OF SERVICE		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	20	8 765	1	600	6	3 880	-	-	EXPLOIT. FORESTIERE
FISHING	10	13 400	10	13 400	-	-	-	-	-	-	PECHE
MINING	75	63 655	74	63 020	-	-	1	635	-	-	MINES
AIR TRANSPORT	27	33 240	27	33 240	-	-	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	22	99 430	-	-	1	235	-	/	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	28	22 980	1	475	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	60	57 860	-	-	-	-	-	-	TRANSPORTS ROUTIER
STORAGE	7	5 030	7	5 030	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	43	141 301	-	-	-	-	-	-	COMMUNICATIONS
UTILITIES	49	59 980	38	43 835	-	-	5	12 350	3	1 940	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	20	15 965	-	-	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	80	95 920	78	88 120	-	-	-	-	2	7 800	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	7	5 295	1	930	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	367	406 205	360	399 775	2	435	-	-	-	-	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	174	238 465	4	9 900	1	450	7	33 030	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	4	6 215	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS, MGMT.	17	7 490	17	7 490	-	-	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	37	24 120	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	7	7 020	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	52	153 480	10	63 015	-	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	124	94 575	5	7 385	-	-	5	1 635	ADMIN. LOCALE
TOTAL	1 346	1 886 335	1 262	1 722 955	24	82 740	14	17 550	17	44 405	TOTAL
PERCENT %	100.0	100.0	93.8	91.3	1.8	4.4	1.0	.9	1.3	2.4	POURCENT %

TABLE 55 (CONT'D.) - TABLEAU 55 (SUITE)

PRE-RETIREMENT VACATION CONGE DE PRE-RETRAITE									
GROUPING	IN LAST YEAR AND GRADUATED TO AGE		GRADUATED TO AGE AND MINIMUM YEARS SERVICE		LAST YEAR AND MINIMUM YEARS SERVICE		OTHER AUTRES DISPOSITIONS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	11	4 860	1	375	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-	-	-	PECHE
MINING	-	-	-	-	-	-	-	-	MINES
AIR TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	-	-	-	-	-	-	-	-	COMMUNICATIONS
UTILITIES	-	-	-	-	-	-	3	1 855	SERVICES D'UTILITE
WHOLESALE TRADE	-	-	-	-	-	-	1	800	COMMERCE DE GROS
RETAIL TRADE	-	-	-	-	-	-	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	-	-	-	-	1	425	4	5 570	ENSEIGNEMENT
HEALTH AND WELFARE	-	-	-	-	2	1 810	1	1 060	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-	1	415	LOISIRS
SERVICES TO BUS, MGMT.	-	-	-	-	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	-	-	1	680	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	-	-	-	-	2	560	1	275	ADMIN. LOCALE
TOTAL	-	-	11	4 860	7	3 850	11	9 975	TOTAL
PERCENT %	-	-	.8	.3	.5	.2	.8	.5	POURCENT %

TABLE 56-TABLEAU 56

SPECIAL PAYMENTS
BONIS SPECIAUX

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		VACATION BONUS BONI DE VACANCES		YEAR END OR CHRISTMAS BONUS BONI DE FIN D'ANNEE OU DE NOEL		OTHER AUTRES DISPOSITIONS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	33	15 050	1	320	3	985	2	2 125	EXPLOIT. FORESTIERE
FISHING	10	13 400	7	11 000	-	-	2	900	1	1 500	PECHE
MINING	75	63 655	36	17 655	33	38 210	4	4 480	2	3 310	MINES
AIR TRANSPORT	27	33 240	24	30 275	1	215	-	-	2	2 750	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	20	98 630	3	1 035	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	23	18 500	2	1 475	2	2 525	2	955	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	54	54 975	-	-	1	235	5	2 650	TRANSPORTS ROUTIER
STORAGE	7	5 030	6	4 670	-	-	-	-	1	360	ENTREPOSAGE
COMMUNICATIONS	43	141 301	39	137 991	2	1 570	1	350	1	1 390	COMMUNICATIONS
UTILITIES	49	59 980	45	43 605	2	525	-	-	2	15 850	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	18	15 610	2	715	1	440	-	-	COMMERCE DE GROS
RETAIL TRADE	80	95 920	34	33 925	3	2 400	37	50 685	6	8 910	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	6	4 095	-	-	-	-	2	2 130	FINANCES & ASSURANCES
EDUCATION	367	406 205	341	377 680	2	425	-	-	24	28 100	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	181	271 550	1	2 600	-	-	7	10 565	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	5	6 630	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	17	7 490	16	6 640	-	-	-	-	1	850	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	37	24 120	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	7	7 020	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	58	204 950	-	-	-	-	5	12 225	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	117	83 790	2	535	1	5 600	17	14 505	ADMIN. LOCALE
TOTAL	1 346	1 886 335	1 150	1 661 935	54	50 025	52	66 200	80	108 175	TOTAL
PERCENT %	100.0	100.0	86.1	88.1	4.0	2.7	3.9	3.5	6.1	5.7	POURCENT %

TABLE 57-TABLEAU 57

PAID LEAVE FOR DEATH IN IMMEDIATE FAMILY
CONGE AUTORISE PAYE POUR LE DECES DANS LA FAMILLE IMMEDIATE

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUTRES DISPOSITIONS		ONE DAY UN JOUR		2 DAYS 2 JOURS		3 DAYS 3 JOURS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	1	580	-	-	-	-	34	15 400	EXPLOIT. FORESTIERE
FISHING	10	13 400	3	1 900	-	-	-	-	3	5 600	PECHE
MINING	75	63 655	1	525	-	-	1	300	53	50 955	MINES
AIR TRANSPORT	27	33 240	9	13 785	-	-	3	3 570	8	5 360	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	2	1 735	-	-	-	-	21	97 930	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	13	8 735	-	-	-	-	5	2 640	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	2	1 505	-	-	-	-	53	53 260	TRANSPORTS ROUTIER
STORAGE	7	5 030	1	205	-	-	-	-	6	4 825	ENTREPOSAGE
COMMUNICATIONS	43	141 301	9	25 780	-	-	-	-	10	15 980	COMMUNICATIONS
UTILITIES	49	59 980	8	5 215	-	-	-	-	30	36 440	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	1	275	-	-	-	-	18	15 245	COMMERCE DE GROS
RETAIL TRADE	80	95 920	12	7 730	1	575	-	-	44	61 265	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	-	-	-	-	-	-	1	735	FINANCES & ASSURANCES
EDUCATION	367	406 205	69	62 740	-	-	-	-	128	99 415	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	3	3 560	-	-	-	-	135	121 145	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	2	5 365	-	-	-	-	2	850	LOISIRS
SERVICES TO BUS.MGMT.	17	7 450	3	1 385	-	-	1	500	6	1 975	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	-	-	-	-	-	-	1	1 900	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	3	725	-	-	-	-	33	23 025	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	1	1 200	-	-	-	-	5	2 820	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	2	1 185	-	-	-	-	1	1 100	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	1	11 100	-	-	-	-	33	108 615	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	3	1 900	-	-	-	-	110	85 765	ADMIN. LOCALE
TOTAL	1 346	1 886 335	149	157 130	1	575	5	4 370	740	812 245	TOTAL
PERCENT %	100.0	100.0	11.1	8.3	.1	.0	.4	.2	55.0	43.1	POURCENT %

TABLE 57 (CONT'D.)--TABLEAU 57 (SUITE)

CONGE AUTORISE POUR LE DECES DANS LA FAMILLE IMMEDIATE PAID LEAVE FOR DEATH IN IMMEDIATE FAMILY									
GROUPING	4 DAYS 4 JOURS		5 DAYS 5 JOURS		MORE THAN 5 DAYS PLUS DE 5 JOURS		OTHER AUTRES DISPOSITIONS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	4	2 500	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	3	4 400	1	1 500	PECHE
MINING	8	5 465	9	5 195	1	435	2	780	MINES
AIR TRANSPORT	5	9 320	-	-	-	-	2	1 205	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	5	6 520	3	4 180	3	1 380	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	2	1 855	2	640	-	-	1	600	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	6	57 030	10	33 505	-	-	8	9 006	COMMUNICATIONS
UTILITIES	3	1 500	6	12 880	1	345	1	3 600	SERVICES D'UTILITE
WHOLESALE TRADE	-	-	-	-	1	540	1	705	COMMERCE DE GROS
RETAIL TRADE	3	5 510	17	19 820	1	350	2	670	COMMERCE DE DETAIL
FINANCE AND INSURANCE	2	1 165	4	3 125	-	-	1	1 200	FINANCES & ASSURANCES
EDUCATION	18	15 425	132	200 140	6	6 465	14	22 020	ENSEIGNEMENT
HEALTH AND WELFARE	14	15 225	32	133 135	1	450	4	11 200	SERV. MEDICAUX/SOCIAUX
RECREATION	1	415	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	3	2 160	1	500	-	-	3	970	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	1	800	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	1	370	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	1	3 000	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	48	188 589	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	3	10 555	23	84 945	-	-	3	1 960	ADMIN. PROVINCIALE
LOCAL ADMIN.	11	6 135	10	3 850	-	-	3	6 780	ADMIN. LOCALE
TOTAL	132	326 869	256	508 585	17	14 365	46	62 195	TOTAL
PERCENT %	9.8	17.3	19.0	27.0	1.3	.8	3.4	3.3	POURCENT %

TABLE 58-TABLEAU 58

PAID LEAVE FOR DEATH OF OTHER RELATIVES
CONGE AUTORISE PAYE POUR LE DECES D'AUTRES PARENTS

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		ONE DAY UN JOUR		2 DAYS 2 JOURS		3 DAYS 3 JOURS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	34	16 605	4	1 175	-	-	1	700	EXPLOIT. FORESTIERE
FISHING	10	13 400	10	13 400	-	-	-	-	-	-	PECHE
MINING	75	63 655	58	50 885	12	10 865	2	740	3	1 165	MINES
AIR TRANSPORT	27	33 240	21	26 710	6	6 530	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	23	99 665	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	23	15 855	6	7 600	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	37	39 965	15	13 525	3	2 135	5	2 235	TRANSPORTS ROUTIER
STORAGE	7	5 030	6	4 430	1	600	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	20	37 076	13	70 590	-	-	6	24 725	COMMUNICATIONS
UTILITIES	49	59 980	24	36 480	15	7 425	3	2 850	7	13 225	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	11	7 570	8	8 020	1	800	1	375	COMMERCE DE GROS
RETAIL TRADE	80	95 920	31	32 265	38	53 480	5	4 430	4	3 960	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	1	1 200	2	445	3	1 920	2	2 660	FINANCES & ASSURANCES
EDUCATION	367	406 205	167	149 585	93	71 630	21	19 565	60	140 775	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	77	91 505	84	102 065	12	15 380	12	71 705	SERV.MEDICAUX/SOCIAUX
RECREATION	5	6 630	3	5 965	2	665	-	-	-	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	9	3 755	6	3 205	2	530	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	-	-	1	1 900	-	-	1	800	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	23	16 775	10	5 195	-	-	4	2 150	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	3	2 045	4	4 975	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	2	1 185	49	189 689	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	8	19 685	46	140 580	-	-	8	55 050	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	65	52 760	55	39 045	11	5 015	5	7 030	ADMIN. LOCALE
TOTAL	1 346	1 886 335	656	725 366	470	739 204	63	53 365	119	326 555	TOTAL
PERCENT %	100.0	100.0	48.7	38.5	34.9	39.2	4.7	2.8	8.8	17.3	POURCENT %

TABLE 58 (CONT'D.) - TABLEAU 58 (SUITE)

PAID LEAVE FOR DEATH OF OTHER RELATIVES CONGE AUTORISE PAYE POUR LE DECES D'AUTRES PARENTS									
GROUPING	4 DAYS 4 JOURS		5 DAYS 5 JOURS		MORE THAN 5 DAYS PLUS DE 5 JOURS		OTHER AUTRES DISPOSITIONS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-	-	-	PECHE
MINING	-	-	-	-	-	-	-	-	MINES
AIR TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	-	-	-	-	-	-	4	8 910	COMMUNICATIONS
UTILITIES	-	-	-	-	-	-	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	-	-	-	-	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	1	1 500	-	-	-	-	1	285	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	1	600	5	2 980	-	-	20	21 070	ENSEIGNEMENT
HEALTH AND WELFARE	1	250	1	560	-	-	2	3 250	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	-	-	-	-	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	1	1 860	-	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	-	-	-	-	-	-	1	580	ADMIN. LOCALE
TOTAL	3	2 350	7	5 400	-	-	28	34 095	TOTAL
PERCENT %	.2	.1	.5	.3	-	-	2.1	1.8	POURCENT %

TABLE 59-TABLEAU 59

PAID LEAVE FOR MARRIAGE CONGE AUTORISE PAYE POUR LE MARIAGE									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		ONE DAY UN JOUR		2 DAYS 2 JOURS		3 DAYS 3 JOURS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									GROUPE
FORESTRY	39	18 480	39	18 480	-	-	-	-	NON-MANUFACTURIER
FISHING	10	13 400	10	13 400	-	-	-	-	EXPLOIT. FORESTIERE
MINING	75	63 655	75	63 655	-	-	-	-	PECHE
AIR TRANSPORT	27	33 240	22	26 775	2	960	-	-	MINES
RAILWAY TRANSPORT	23	99 665	22	94 465	-	-	-	-	TRANSPORTS AERIENS
WATER TRANSPORT	29	23 455	22	14 855	-	-	1	5 200	TRANSP. FERROVIAIRES
ROAD TRANSPORT	60	57 860	52	49 570	1	505	-	-	TRANSPORTS PAR EAU
STORAGE	7	5 030	7	5 030	-	-	-	-	TRANSPORTS ROUTIER
COMMUNICATIONS	43	141 301	29	66 591	3	10 835	-	-	ENTREPOSAGE
UTILITIES	49	59 980	45	48 290	-	-	-	-	COMMUNICATIONS
WHOLESALE TRADE	21	16 765	20	10 865	1	5 900	-	-	SERVICES D'UTILITE
RETAIL TRADE	80	95 920	72	87 915	-	-	2	735	COMMERCE DE GROS
FINANCE AND INSURANCE	8	6 225	4	4 620	2	1 140	-	-	COMMERCE DE DETAIL
EDUCATION	367	406 205	325	268 495	8	7 235	-	-	FINANCES & ASSURANCES
HEALTH AND WELFARE	189	284 745	172	165 375	1	1 805	-	-	ENSEIGNEMENT
RECREATION	5	6 630	4	6 215	-	-	-	-	SERV. MEDICAUX/SOCIAUX
SERVICES TO BUS.MGMT.	17	7 490	10	3 855	-	-	-	-	LOISIRS
PERSONAL SERVICES	2	2 700	1	1 900	1	800	-	-	SERV. AUX ENTREPRISES
ACCOMMODATION & FOOD	37	24 120	37	24 120	-	-	-	-	SERVICES PERSONNELS
MISC. SERVICES	7	7 020	5	5 345	1	1 000	-	-	HEBERGEMENT/RESTAUR.
FEDERAL ADMIN.	51	190 874	2	1 185	-	-	-	-	SERVICES DIVERS
PROVINCIAL ADMIN.	63	217 175	49	136 655	-	-	-	-	ADMIN. FEDERALE
LOCAL ADMIN.	137	104 430	108	71 210	1	385	-	-	ADMIN. PROVINCIALE
TOTAL	1 346	1 886 335	1 132	1 188 866	21	30 565	3	5 935	ADMIN. LOCALE
PERCENT %	100.0	100.0	84.1	63.0	1.6	1.6	.2	.3	TOTAL
									POURCENT %
									99 755
									5.3

TABLE 59 (CONT'D.)-TABLEAU 59 (SUITE)

PAID LEAVE FOR MARRIAGE CONGE AUTORISE PAYE POUR LE MARIAGE									
GROUPING	4 DAYS 4 JOURS		5 DAYS 5 JOURS		MORE THAN 5 DAYS PLUS DE 5 JOURS		OTHER AUTRES DISPOSITIONS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-	-	-	PECHE
MINING	-	-	-	-	-	-	-	-	MINES
AIR TRANSPORT	-	-	3	5 505	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	5	5 420	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	1	390	-	-	-	-	-	-	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	-	-	6	57 030	-	-	4	6 495	COMMUNICATIONS
UTILITIES	-	-	-	-	-	-	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	-	-	-	-	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	-	-	1	750	1	1 400	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	1	235	1	230	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	2	1 045	24	118 255	2	790	1	1 055	ENSEIGNEMENT
HEALTH AND WELFARE	-	-	15	113 185	-	-	-	-	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	1	415	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	-	-	3	2 160	-	-	3	970	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	-	-	47	189 189	2	500	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	5	25 185	1	28 685	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	1	545	2	1 200	-	-	1	580	ADMIN. LOCALE
TOTAL	5	2 215	113	518 524	6	31 375	9	9 100	TOTAL
PERCENT %	.4	.1	8.4	27.5	.4	1.7	.7	.5	POURCENT %

TABLE 60-TABEAU 60

PAID LEAVE FOR CHILD BIRTH
CONGE AUTORISE PAYE POUR LA NAISSANCE

ALL AGREEMENTS TOUTES LES CONVENTIONS	NO PROVISION AUCUNE DISPOSITION		ONE DAY UN JOUR		2 DAYS 2 JOURS		3 DAYS 3 JOURS	
AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV
NON-MANUFACTURING								
FORESTRY	39	18 480	39	18 480	-	-	-	-
FISHING	10	13 400	10	13 400	-	-	-	-
MINING	75	63 655	69	60 025	4	3 055	-	-
AIR TRANSPORT	27	33 240	22	26 790	3	2 760	2	3 690
RAILWAY TRANSPORT	23	99 665	22	99 430	1	235	-	-
WATER TRANSPORT	29	23 455	23	15 855	6	7 600	-	-
ROAD TRANSPORT	60	57 860	47	46 025	13	11 835	-	-
STORAGE	7	5 030	7	5 030	-	-	-	-
COMMUNICATIONS	43	141 301	27	74 806	10	58 750	1	350
UTILITIES	49	59 980	43	47 100	-	-	2	755
WHOLESALE TRADE	21	16 765	19	10 065	2	6 700	-	-
RETAIL TRADE	80	95 920	57	65 620	21	28 450	2	1 850
FINANCE AND INSURANCE	8	6 225	3	3 865	3	1 200	2	1 160
EDUCATION	367	406 205	247	188 530	70	81 220	10	6 670
HEALTH AND WELFARE	189	284 715	151	118 670	20	49 370	1	1 100
RECREATION	5	6 630	4	6 215	-	-	1	415
SERVICES TO BUS. MGMT.	17	7 490	11	4 060	4	2 665	-	-
PERSONAL SERVICES	2	2 700	1	1 900	-	-	1	800
ACCOMMODATION & FOOD	37	24 120	35	23 380	2	740	-	-
MISC. SERVICES	7	7 020	5	3 345	2	3 675	-	-
FEDERAL ADMIN.	51	190 874	3	1 550	48	189 324	-	-
PROVINCIAL ADMIN.	63	217 175	27	94 435	33	74 330	-	-
LOCAL ADMIN.	137	104 430	107	72 000	22	22 235	4	3 475
TOTAL	1 346	1 886 335	979	1 000 576	264	544 144	26	20 265
PERCENT %	100.0	100.0	72.7	53.0	19.6	28.8	1.9	1.1
							9 705	10
							.5	.7
								POURCENT %

TABLE 60 (CONT'D.)-TABLEAU 60 (SUITE)

PAID LEAVE FOR CHILD BIRTH CONGE AUTORISE PAYE POUR LA NAISSANCE									
GROUPING	4 DAYS 4 JOURS		5 DAYS 5 JOURS		MORE THAN 5 DAYS PLUS DE 5 JOURS		OTHER AUTRES DISPOSITIONS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-	-	-	PECHE
MINING	-	-	1	250	-	-	1	325	MINES
AIR TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	-	-	-	-	-	-	-	-	COMMUNICATIONS
UTILITIES	-	-	4	12 125	-	-	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	-	-	-	-	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	-	-	-	-	-	-	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	-	-	29	122 195	1	2 725	6	2 790	ENSEIGNEMENT
HEALTH AND WELFARE	-	-	16	115 275	1	300	-	-	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	-	-	-	-	-	-	2	765	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	3	48 410	-	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	-	-	1	305	-	-	2	6 180	ADMIN. LOCALE
TOTAL	-	-	54	298 550	2	3 025	11	10 060	TOTAL
PERCENT %	-	-	4.0	15.8	.1	.2	.8	.5	POURCENT %

TABLE 61-TABLEAU 61

PAID LEAVE FOR ADOPTION
CONGE AUTORISE PAYE POUR L'ADOPTION

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		ONE DAY UN JOUR		2 DAYS 2 JOURS		3 DAYS 3 JOURS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	39	18 480	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	10	13 400	10	13 400	-	-	-	-	-	-	PECHE
MINING	75	63 655	74	61 785	-	1 870	-	-	-	-	MINES
AIR TRANSPORT	27	33 240	25	28 120	1	2 170	1	2 950	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	23	99 665	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	25	16 655	4	6 800	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	56	56 115	4	1 745	-	-	-	-	TRANSPORTS ROUTIER
STORAGE	7	5 030	7	5 030	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	24	59 876	10	58 750	-	-	2	4 030	COMMUNICATIONS
UTILITIES	49	59 980	45	47 855	-	-	4	12 125	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	20	10 865	1	5 900	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	80	95 920	66	74 425	13	21 095	1	400	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	5	5 025	3	1 200	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	367	406 205	269	205 500	36	30 245	18	89 280	4	2 815	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	155	140 250	13	18 960	13	95 180	-	-	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	4	6 215	-	-	1	415	-	-	LOISIRS
SERVICES TO BUS. MGMT.	17	7 490	11	4 060	4	2 665	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	36	23 750	1	370	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	5	3 345	2	3 675	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	10	5 857	41	185 017	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	38	104 240	19	56 915	2	19 725	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	129	99 380	6	4 405	1	360	-	-	ADMIN. LOCALE
TOTAL	1 346	1 886 335	1 078	1 092 593	159	401 782	41	220 435	6	6 845	TOTAL
PERCENT %	100.0	100.0	80.1	57.9	11.8	21.3	3.0	11.7	.4	.4	POURCENT %

TABLE 61 (CONT'D.)-TABLEAU 61 (SUITE)

PAID LEAVE FOR ADOPTION CONGE AUTORISE PAYE POUR L'ADOPTION									
GROUPING	4 DAYS 4 JOURS		5 DAYS 5 JOURS		MORE THAN 5 DAYS PLUS DE 5 JOURS		OTHER AUTRES DISPOSITIONS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-	-	-	PECHE
MINING	-	-	-	-	-	-	-	-	MINES
AIR TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	-	-	3	3 365	4	15 280	-	-	COMMUNICATIONS
UTILITIES	-	-	-	-	-	-	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	-	-	-	-	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	-	-	-	-	-	-	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	-	5	14 720	57 550	7	6 095	-	-	ENSEIGNEMENT
HEALTH AND WELFARE	-	-	-	29 325	3	1 000	-	-	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	-	-	-	-	-	-	2	765	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	2	33 385	2	2 910	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	-	-	1	285	-	-	-	-	ADMIN. LOCALE
TOTAL	-	5	14 720	39	123 910	18	26 050	1.4	TOTAL
PERCENT %	-	.4	.8	2.9	6.6	1.3	1.4	1.4	POURCENT %

TABLE 62-TABLEAU 62

PAID LEAVE FOR JURY DUTY AND/OR COURT APPEARANCE CONGE AUTORISE PAYE POUR LES FONCTIONS JUDICIAIRES: LE JURE ET/OU LE TEMOIN											
GROUPING	ALL AGREEMENTS		NO PROVISION		EMPLOYEE RECEIVES REGULAR PAY		EMPLOYEE RECEIV- ES REGULAR PAY LESS JURY FEES		PROVISION EXISTS BUT AMOUNT NOT SPECIFIED		
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING										NON-MANUFACTURIER	
FORESTRY	39	18 480	13	6 610	-	-	25	11 020	-	-	EXPLOIT. FORESTIERE
FISHING	10	13 400	8	11 700	1	1 500	-	-	1	200	PECHE
MINING	75	63 655	12	7 255	1	1 280	62	55 120	-	-	MINES
AIR TRANSPORT	27	33 240	6	14 560	5	9 270	16	9 410	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	1	235	2	55 240	19	43 865	1	325	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	16	11 805	4	4 600	8	6 695	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	6	9 380	5	2 820	49	45 660	-	-	TRANSPORTS ROUTIER
STORAGE	7	5 030	3	1 165	-	-	4	3 865	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	11	27 075	17	95 646	13	17 430	2	1 150	COMMUNICATIONS
UTILITIES	49	59 980	18	12 220	5	12 770	25	31 390	1	3 600	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	1	5 900	3	2 050	17	8 815	-	-	COMMERCE DE GROS
RETAIL TRADE	80	95 920	18	11 860	6	12 300	56	71 760	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	-	-	2	3 165	6	3 060	-	-	FINANCES & ASSURANCES
EDUCATION	367	406 205	122	91 735	137	221 520	103	89 795	4	2 100	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	10	29 860	87	93 425	92	161 430	-	-	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	3	5 965	2	665	-	-	-	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	6	2 575	6	3 640	4	1 070	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	1	1 900	-	-	1	800	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	10	4 445	11	9 240	16	10 435	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	2	1 500	2	1 205	3	4 315	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	2	1 185	49	189 689	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	4	21 340	35	137 720	24	58 115	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	28	19 095	25	12 330	82	72 415	-	-	ADMIN. LOCALE
TOTAL	1 346	1 886 335	301	299 365	405	870 075	625	706 465	9	7 375	TOTAL
PERCENT %	100.0	100.0	22.4	15.9	30.1	46.1	46.4	37.5	.7	.4	POURCENT %

TABLE 62 (CONT'D.)-TABLEAU 62 (SUITE)

PAID LEAVE FOR JURY DUTY AND/OR COURT APPEARANCE CONGE AUTORISE PAYE POUR LES FONCTIONS JUDICIAIRES: LE JURE ET/OU LE TEMOIN									
GROUPING	FLAT AMOUNT AND/ OR PORTION OF DAY'S PAY		OTHER AUTRES DISPOSITIONS		AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV					
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	1	850					EXPLOIT. FORESTIERE
FISHING	-	-	-	-					PECHE
MINING	-	-	-	-					MINES
AIR TRANSPORT	-	-	-	-					TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-					TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	1	355					TRANSPORTS PAR EAU
ROAD TRANSPORT	-	-	-	-					TRANSPORTS ROUTIER
STORAGE	-	-	-	-					ENTREPOSAGE
COMMUNICATIONS	-	-	-	-					COMMUNICATIONS
UTILITIES	-	-	-	-					SERVICES D'UTILITE
WHOLESALE TRADE	-	-	-	-					COMMERCE DE GROS
RETAIL TRADE	-	-	-	-					COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-					FINANCES & ASSURANCES
EDUCATION	-	-	1	1 055					ENSEIGNEMENT
HEALTH AND WELFARE	-	-	-	-					SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-					LOISIRS
SERVICES TO BUS. MGMT.	-	-	1	205					SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-					SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-					HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-					SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-					ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	-	-					ADMIN. PROVINCIALE
LOCAL ADMIN.	-	-	2	590					ADMIN. LOCALE
TOTAL	-	-	6	3 055					TOTAL
PERCENT %	-	-	.4	.2					POURCENT %

TABLE 63-TABLEAU 63

LEAVE FOR EDUCATION
CONGE AUTORISE POUR LES ETUDES

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		EMPLOYEE RECEIVES REGULAR PAY L'EMPLOYEE RECOIT SON SALAIRE NORMAL		EMPLOYEE RECEIV- ES A PERCENTAGE OF REGULAR PAY		PROVISION EXISTS -NO MENTION IF PAID OR NOT		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	30	14 410	-	-	-	-	4	1 390	EXPLOIT. FORESTIERE
FISHING	10	13 400	7	11 000	-	-	-	-	2	900	PECHE
MINING	75	63 655	57	35 840	-	-	2	12 210	3	2 310	MINES
AIR TRANSPORT	27	33 240	22	27 175	1	385	-	-	1	250	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	18	38 945	2	1 345	3	59 375	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	17	11 495	7	7 735	3	1 735	1	1 150	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	57	53 095	1	505	1	600	-	-	TRANSPORTS ROUTIER
STORAGE	7	5 030	5	3 970	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	39	112 991	1	210	1	900	-	-	COMMUNICATIONS
UTILITIES	49	59 980	41	44 495	7	13 940	1	1 545	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	18	15 550	1	375	-	-	1	300	COMMERCE DE GROS
RETAIL TRADE	80	95 920	64	71 360	2	5 750	-	-	1	220	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	5	1 860	-	-	1	735	-	-	FINANCES & ASSURANCES
EDUCATION	367	406 205	140	93 525	68	126 340	88	117 420	11	8 990	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	82	57 250	31	53 630	5	11 195	12	18 100	SERV.MEDICAUX/SOCIAUX
RECREATION	5	6 630	4	6 215	1	415	-	-	-	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	10	3 515	1	670	1	850	1	505	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	36	22 820	1	1 300	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	6	4 020	1	3 000	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	6	5 405	2	28 050	27	101 994	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	8	12 080	15	80 730	1	1 050	10	24 755	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	117	89 355	11	10 125	2	1 145	3	1 060	ADMIN. LOCALE
TOTAL	1 346	1 886 335	791	739 071	153	334 550	136	310 754	50	59 930	TOTAL
PERCENT %	100.0	100.0	58.8	39.2	11.4	17.7	10.1	16.5	3.7	3.2	POURCENT %

TABLE 63 (CONT'D.)-TABLEAU 63 (SUITE)

LEAVE FOR EDUCATION CONGE AUTORISE POUR LES ETUDES						
GROUPING	UNPAID LEAVE CONGE AUTORISE NON PAYE		OTHER AUTRES DISPOSITIONS			
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV		
NON-MANUFACTURING						
FORESTRY	5	2 680	-	-		NON-MANUFACTURIER
FISHING	1	1 500	-	-		EXPLOIT. FORESTIERE
MINING	13	13 295	-	-		PECHE MINES
AIR TRANSPORT	3	5 430	-	-		TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-		TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	1	1 295		TRANSPORTS PAR EAU
ROAD TRANSPORT	1	3 660	-	-		TRANSPORTS ROUTIER
STORAGE	2	1 060	-	-		ENTREPOSAGE
COMMUNICATIONS	1	23 000	1	4 200		COMMUNICATIONS
UTILITIES	-	-	-	-		SERVICES D'UTILITE
WHOLESALE TRADE	1	540	-	-		COMMERCE DE GROS
RETAIL TRADE	12	18 080	1	510		COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	2	3 630		FINANCES & ASSURANCES
EDUCATION	26	14 690	34	45 240		ENSEIGNEMENT
HEALTH AND WELFARE	41	128 710	18	15 830		SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-		LOISIRS
SERVICES TO BUS.MGMT.	-	-	4	1 950		SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-		SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-		HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-		SERVICES DIVERS
FEDERAL ADMIN.	1	1 100	15	54 325		ADMIN. FEDERALE
PROVINCIAL ADMIN.	3	10 380	26	88 180		ADMIN. PROVINCIALE
LOCAL ADMIN.	2	520	2	2 225		ADMIN. LOCALE
TOTAL	112	224 645	104	217 385		TOTAL
PERCENT %	8.3	11.9	7.7	11.5		POURCENT %

TABLE 64-TABLEAU 64

LEAVE FOR UNION BUSINESS CONGE AUTORISE POUR LES AFFAIRES SYNDICALES									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		UNPAID LEAVE CONGE AUTORISE NON PAYE		PAID LEAVE (WHOLE OR PART) CONGE AUTORISE PAYE (EN ENTIER OU EN PARTIE)		PROVISION EXISTS -NO MENTION IF PAID OR NOT DISPOSITION MAIS AUCUNE MENTION SI PAYE OU NON
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	39	18 480	11	3 950	17	9 890	-	-	4 080
FISHING	10	13 400	6	6 300	4	7 100	-	-	-
MINING	75	63 655	6	3 350	57	50 890	1	1 880	1 660
AIR TRANSPORT	27	33 240	3	8 575	18	19 195	2	1 680	525
RAILWAY TRANSPORT	23	99 665	15	76 655	6	21 560	-	-	1 450
WATER TRANSPORT	29	23 455	16	11 185	9	7 905	-	-	-
ROAD TRANSPORT	60	57 860	8	11 940	36	24 375	3	2 975	17 910
STORAGE	7	5 030	4	2 570	2	2 100	1	360	-
COMMUNICATIONS	43	141 301	10	9 175	24	101 221	-	-	-
UTILITIES	49	59 980	12	6 960	28	29 880	2	755	15 205
WHOLESALE TRADE	21	16 765	2	1 400	15	13 025	-	-	1 600
RETAIL TRADE	80	95 920	11	10 405	56	64 430	4	8 355	550
FINANCE AND INSURANCE	8	6 225	-	-	5	5 000	1	255	-
EDUCATION	367	406 205	123	83 990	81	66 965	42	43 560	5 745
HEALTH AND WELFARE	189	284 715	5	4 290	112	109 155	14	25 165	6 210
RECREATION	5	6 630	3	5 965	1	415	-	-	-
SERVICES TO BUS. MGMT.	17	7 490	4	2 900	10	3 375	-	-	500
PERSONAL SERVICES	2	2 700	1	1 900	1	800	-	-	-
ACCOMMODATION & FOOD	37	24 120	7	2 010	22	14 505	2	1 530	5 705
MISC. SERVICES	7	7 020	2	1 500	5	5 520	-	-	-
FEDERAL ADMIN.	51	190 874	7	7 250	39	174 429	-	-	-
PROVINCIAL ADMIN.	63	217 175	-	-	17	68 175	17	68 175	3 930
LOCAL ADMIN.	137	104 430	6	3 275	54	42 515	27	16 130	3 185
TOTAL	1 346	1 886 335	262	265 545	619	817 055	116	170 820	59 68 255
PERCENT %	100.0	100.0	19.5	14.1	46.0	43.3	8.6	9.1	4.4 3.6
									POURCENT %

TABLE 64 (CONT'D.) - TABLEAU 64 (SUITE)

LEAVE FOR UNION BUSINESS CONGE AUTORISE POUR LES AFFAIRES SYNDICALES									
GROUPING	UNION REIMBURSES EMPLOYER FOR WAGES PAID		BOTH PAID AND UNPAID		OTHER AUTRES DISPOSITIONS		GROUPE		
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
NON-MANUFACTURING							NON-MANUFACTURIER		
FORESTRY	1	350	1	210	-	-	EXPLOIT. FORESTIERE		
FISHING	-	-	-	-	-	-	PECHE		
MINING	1	400	5	5 475	-	-	MINES		
AIR TRANSPORT	1	265	-	-	1	3 000	TRANSPORTS AERIENS		
RAILWAY TRANSPORT	-	-	-	-	-	-	TRANSP. FERROVIAIRES		
WATER TRANSPORT	-	-	4	4 365	-	-	TRANSPORTS PAR EAU		
ROAD TRANSPORT	1	410	1	250	-	-	TRANSPORTS ROUTIER		
STORAGE	-	-	-	-	-	-	ENTREPOSAGE		
COMMUNICATIONS	6	29 030	3	1 875	-	-	COMMUNICATIONS		
UTILITIES	4	3 155	2	4 025	-	-	SERVICES D'UTILITE		
WHOLESALE TRADE	-	-	2	740	-	-	COMMERCE DE GROS		
RETAIL TRADE	8	12 180	-	-	-	-	COMMERCE DE DETAIL		
FINANCE AND INSURANCE	1	735	1	235	-	-	FINANCES & ASSURANCES		
EDUCATION	78	114 095	34	91 450	1	400	ENSEIGNEMENT		
HEALTH AND WELFARE	15	9 135	36	130 760	-	-	SERV. MEDICAUX/SOCIAUX		
RECREATION	1	250	-	-	-	-	LOISIRS		
SERVICES TO BUS. MGMT.	2	715	-	-	-	-	SERV. AUX ENTREPRISES		
PERSONAL SERVICES	-	-	-	-	-	-	SERVICES PERSONNELS		
ACCOMMODATION & FOOD	1	370	-	-	-	-	HEBERGEMENT/RESTAUR.		
MISC. SERVICES	-	-	-	-	-	-	SERVICES DIVERS		
FEDERAL ADMIN.	-	-	5	9 195	-	-	ADMIN. FEDERALE		
PROVINCIAL ADMIN.	20	63 565	8	38 700	-	-	ADMIN. PROVINCIALE		
LOCAL ADMIN.	15	17 320	30	21 805	1	200	ADMIN. LOCALE		
TOTAL	155	251 975	132	309 085	3	3 600	TOTAL		
PERCENT %	11.5	13.4	9.8	16.4	.2	.2	POURCENT %		

TABLE 65-TABLEAU 65

PAID WASH-UP TIME TEMPS DE TOILETTE REMUNERE										
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		5 MINUTES BEFORE MEAL 5 MINUTES AVANT LE REPAS		5 MINUTES BEFORE END OF SHIFT 5 MINUTES AVANT LA FIN DU QUART		10 MINUTES BEFORE MEAL 10 MINUTES AVANT LE REPAS	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										
FORESTRY	39	18 480	36	17 445	-	-	1	225	-	-
FISHING	10	13 400	10	13 400	-	-	-	-	-	-
MINING	75	63 655	57	48 905	-	-	9	8 805	1	310
AIR TRANSPORT	27	33 240	24	32 465	-	-	-	-	-	-
RAILWAY TRANSPORT	23	99 665	22	99 315	-	-	-	-	-	-
WATER TRANSPORT	29	23 455	25	18 055	-	-	-	-	-	-
ROAD TRANSPORT	60	57 860	46	48 695	2	1 290	1	315	-	-
STORAGE	7	5 030	7	5 030	-	-	-	-	-	-
COMMUNICATIONS	43	141 301	41	97 301	-	-	-	-	-	-
UTILITIES	49	59 980	45	57 655	-	-	-	-	-	-
WHOLESALE TRADE	21	16 765	16	9 265	-	-	2	600	-	-
RETAIL TRADE	80	95 920	76	92 370	-	-	-	-	-	-
FINANCE AND INSURANCE	8	6 225	6	4 770	-	-	-	-	-	-
EDUCATION	367	406 205	361	403 340	-	-	3	1 350	-	-
HEALTH AND WELFARE	189	284 715	175	276 595	2	860	2	575	-	-
RECREATION	5	6 630	5	6 630	-	-	-	-	-	-
SERVICES TO BUS. MGMT.	17	7 490	16	6 510	-	-	-	-	-	-
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	-	-
ACCOMMODATION & FOOD	37	24 120	36	23 720	-	-	-	-	-	-
MISC. SERVICES	7	7 020	7	7 020	-	-	-	-	-	-
FEDERAL ADMIN.	51	190 874	34	128 748	-	-	-	-	-	-
PROVINCIAL ADMIN.	63	217 175	56	204 835	1	6 200	-	-	-	-
LOCAL ADMIN.	137	104 430	130	97 400	-	-	1	2 100	-	-
TOTAL	1 346	1 886 335	1 233	1 702 169	5	8 350	19	13 970	1	310
PERCENT %	100.0	100.0	91.6	90.2	.4	.4	1.4	.7	.1	.0

TABLE 65 (CONT'D.)-TABLEAU 65 (SUITE)

PAID WASH-UP TIME TEMPS DE TOILETTE REMUNERE									
GROUPING	10 MIN. BEFORE END OF SHIFT		5 MINUTES BEFORE MEAL AND END OF SHIFT		10 MINUTES BEFORE MEAL AND END OF SHIFT		OTHER AUTRES DISPOSITIONS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	1	2 10	-	-	1	600	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-	-	-	PECHE
MINING	2	1 575	1	2 15	-	-	5	3 845	MINES
AIR TRANSPORT	1	225	1	300	1	250	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	1	350	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	-	-	1	400	3	5 000	TRANSPORTS PAR EAU
ROAD TRANSPORT	3	755	5	4 665	-	-	3	2 140	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	-	-	-	44 000	-	-	-	-	COMMUNICATIONS
UTILITIES	1	300	2	-	1	205	2	1 820	SERVICES D'UTILITE
WHOLESALE TRADE	1	5 900	2	1 000	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	1	600	1	850	-	-	2	2 100	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	-	-	2	1 455	FINANCES & ASSURANCES
EDUCATION	1	725	-	-	-	-	2	790	ENSEIGNEMENT
HEALTH AND WELFARE	9	6 485	-	-	-	-	1	200	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS.MGMT.	-	-	-	-	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	980	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	15	59 426	2	2 700	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	2	2 895	-	-	1	680	3	2 565	ADMIN. PROVINCIALE
LOCAL ADMIN.	-	-	3	1 560	1	800	2	2 570	ADMIN. LOCALE
TOTAL	39	80 616	18	55 500	5	2 335	26	23 085	TOTAL
PERCENT %	2.9	4.3	1.3	2.9	.4	.1	1.9	1.2	POURCENT %

TABLE 66-TABLEAU 66

REST PERIODS PAUSES											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		ONCE A DAY, 10 MINUTES UNE PAUSE DE 10 MINUTES PAR JOUR		ONCE A DAY, 15 MINUTES UNE PAUSE DE 15 MINUTES PAR JOUR		ONCE A DAY, MORE THAN 15 MINUTES UNE PAUSE DE PLUS DE 15 MINUTES PAR JOUR		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	18	8 850	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	10	13 400	10	13 400	-	-	-	-	-	-	PECHE
MINING	75	63 655	57	54 530	1	525	-	-	-	-	MINES
AIR TRANSPORT	27	33 240	16	21 805	-	-	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	22	99 425	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	14	10 865	-	-	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	20	22 035	-	-	1	1 350	1	505	TRANSPORTS ROUTIER
STORAGE	7	5 030	7	5 030	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	19	37 816	-	-	1	730	-	-	COMMUNICATIONS
UTILITIES	49	59 980	33	35 320	1	500	-	-	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	4	1 200	-	-	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	80	95 920	10	4 435	-	-	-	-	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	1	230	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	367	406 205	273	321 160	-	-	-	-	1	725	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	12	7 560	-	-	1	1 510	3	1 255	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	2	5 600	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	11	4 735	-	-	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	22	8 745	-	-	-	-	1	500	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	-	-	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	26	29 513	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	10	23 360	-	-	-	-	2	5 540	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	70	66 075	-	-	1	400	-	-	ADMIN. LOCALE
TOTAL	1 346	1 886 335	657	781 689	2	1 025	4	3 990	8	8 525	TOTAL
PERCENT %	100.0	100.0	48.8	41.4	.1	.1	.3	.2	.6	.5	POURCENT %

TABLE 66 (CONT'D.)-TABLEAU 66 (SUITE)

REST PERIODS PAUSES									
GROUPING	TWICE A DAY, TWENTY MINUTES IN TOTAL		TWICE A DAY, THIRTY MINUTES IN TOTAL		TWICE A DAY, OVER THIRTY MINUTES IN TOTAL		TIME NOT STATED DUREE NON PRECISEE		OTHER AUTRES DISPOSITIONS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	8	3 145	4	1 495	-	-	2	510	7
FISHING	-	-	-	-	-	-	-	-	-
MINING	5	2 970	5	2 280	-	-	6	2 610	1
AIR TRANSPORT	5	3 625	5	7 590	-	-	-	-	1
RAILWAY TRANSPORT	-	-	1	240	-	-	-	-	-
WATER TRANSPORT	4	3 455	6	6 635	5	2 500	-	-	-
ROAD TRANSPORT	6	6 040	31	27 725	-	-	-	-	1
STORAGE	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	4	29 880	15	68 425	-	-	2	2 250	2
UTILITIES	7	17 320	7	3 840	-	-	-	-	1
WHOLESALE TRADE	9	11 315	8	4 250	-	-	-	-	-
RETAIL TRADE	4	3 410	65	86 920	-	-	1	1 155	-
FINANCE AND INSURANCE	1	235	5	3 330	-	-	-	-	1
EDUCATION	15	7 950	74	70 730	3	1 340	-	-	1
HEALTH AND WELFARE	11	6 220	155	263 255	5	4 340	-	-	2
RECREATION	1	250	1	415	-	-	-	-	1
SERVICES TO BUS.MGMT.	2	905	4	1 850	-	-	-	-	-
PERSONAL SERVICES	2	2 700	-	-	-	-	-	-	-
ACCOMMODATION & FOOD	8	11 870	5	2 605	1	400	-	-	-
MISC. SERVICES	1	640	6	6 380	-	-	-	-	-
FEDERAL ADMIN.	6	35 290	18	124 911	-	-	-	-	1
PROVINCIAL ADMIN.	3	6 655	38	129 920	-	-	-	-	10
LOCAL ADMIN.	26	16 285	35	17 585	2	2 235	-	-	3
TOTAL	128	170 160	488	830 381	15	10 815	11	6 525	32
PERCENT %	9.5	9.0	36.3	44.0	1.2	.6	.8	.3	2.4
									3.9
									POURCENT %

TABLE 67-TABLEAU 67

MOVING EXPENSES (NOT RELATED TO TECHNOLOGICAL CHANGE) FRAIS DE DEMENAGEMENT (NON LIES A DES CHANGEMENTS TECHNOLOGIQUES)									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		EMPLOYER COVERS ALL COST L'EMPLOYEUR PAIE TOUS LES FRAIS		EMPLOYER COVERS A PERCENTAGE OF COST L'EMPLOYEUR PAIE UN POURCENTAGE AVEC MAXIMUM SPECIFIE		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	39	18 480	39	18 480	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	10	13 400	10	13 400	-	-	-	-	PECHE
MINING	75	63 655	72	62 625	2	800	1	230	MINES
AIR TRANSPORT	27	33 240	7	6 870	17	15 105	1	3 000	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	7	24 305	15	74 695	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	26	18 870	3	4 585	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	36	34 495	22	17 965	1	4 800	TRANSPORTS ROUTIER
STORAGE	7	5 030	7	5 030	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	13	55 935	28	83 916	1	900	COMMUNICATIONS
UTILITIES	49	59 980	31	15 910	11	39 285	1	220	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	15	14 115	4	2 150	-	-	COMMERCE DE GROS
RETAIL TRADE	80	95 920	70	76 280	8	12 600	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	6	2 595	1	2 430	-	-	FINANCES & ASSURANCES
EDUCATION	367	406 205	295	258 380	46	126 090	4	3 800	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	162	148 880	24	131 035	-	-	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	4	6 215	1	415	-	-	LOISIRS
SERVICES TO BUS. MGMT.	17	7 490	17	7 490	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	33	22 495	4	1 625	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	5	5 345	1	1 000	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	50	186 924	1	3 950	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	19	63 805	35	129 210	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	137	104 430	-	-	-	-	ADMIN. LOCALE
TOTAL	1 346	1 886 335	1 063	1 155 574	223	646 856	9	12 950	TOTAL
PERCENT %	100.0	100.0	79.0	61.3	16.6	34.3	.7	.2	POURCENT %

TABLE 67 (CONT'D.)-TABLEAU 67 (SUITE)

MOVING EXPENSES (NOT RELATED TO TECHNOLOGICAL CHANGE) FRAIS DE DEMENAGEMENT (NON LIES A DES CHANGEMENTS TECHNOLOGIQUES)						
GROUPING	FLAT AMOUNT MONTANT FIXE		OTHER AUTRES DISPOSITIONS			GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV		
NON-MANUFACTURING						NON-MANUFACTURIER
FORESTRY	-	-	-	-		EXPLOIT. FORESTIERE
FISHING	-	-	-	-		PECHE
MINING	-	-	-	-		MINES
AIR TRANSPORT	-	-	1	7 990		TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-		TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	-	-		TRANSPORTS PAR EAU
ROAD TRANSPORT	-	-	-	-		TRANSPORTS ROUTIER
STORAGE	-	-	-	-		ENTREPOSAGE
COMMUNICATIONS	1	550	-	-		COMMUNICATIONS
UTILITIES	1	525	5	4 040		SERVICES D'UTILITE
WHOLESALE TRADE	1	300	1	200		COMMERCE DE GROS
RETAIL TRADE	1	5 200	1	1 840		COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	1	1 200		FINANCES & ASSURANCES
EDUCATION	14	11 955	5	3 215		ENSEIGNEMENT
HEALTH AND WELFARE	-	-	3	4 800		SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-		LOISIRS
SERVICES TO BUS. MGMT.	-	-	-	-		SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-		SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-		HEBERGEMENT/RESTAUR.
MISC. SERVICES	1	675	-	-		SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-		ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	9	24 160		ADMIN. PROVINCIALE
LOCAL ADMIN.	-	-	-	-		ADMIN. LOCALE
TOTAL	19	19 205	26	47 445		TOTAL
PERCENT %	1.4	1.0	1.9	2.5		POURCENT %

TABLE 68-TABLEAU 68

CLOTHING AND/OR UNIFORMS VETEMENT ET/OU UNIFORMES									
ALL AGREEMENTS TOUTES LES CONVENTIONS	NO PROVISION AUCUNE DISPOSITION		EMPLOYER COVERS FULL COST L'EMPLOYEUR PAIE TOUS LES FRAIS		EMPLOYER COVERS SOME COST L'EMPLOYEUR PAIE CERTAINS FRAIS		CASH ALLOWANCE ALLOCATION EN ESPECES		GROUPING
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	39	18 480	9	3 055	27	13 650	1	225	EXPLOIT. FORESTIERE
FISHING	10	13 400	7	11 000	1	700	-	-	PECHE
MINING	75	63 655	55	52 255	6	4 325	6	2 110	MINES
AIR TRANSPORT	27	33 240	6	6 615	7	12 625	14	14 000	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	17	89 545	5	6 720	1	3 400	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	14	7 550	12	12 625	1	2 100	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	5	4 680	41	44 725	11	7 495	TRANSPORTS ROUTIER
STORAGE	7	5 030	6	4 615	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	28	59 116	13	65 480	-	-	COMMUNICATIONS
UTILITIES	49	59 980	26	16 900	17	38 690	3	3 130	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	8	10 015	12	6 500	-	-	COMMERCE DE GROS
RETAIL TRADE	80	95 920	17	18 335	58	73 715	2	1 320	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	6	5 235	2	990	-	-	FINANCES & ASSURANCES
EDUCATION	367	406 205	294	321 000	61	73 970	4	2 420	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	65	49 000	99	221 235	10	3 375	SERV.MEDICAUX/SOCIAUX
RECREATION	5	6 630	2	5 250	3	1 380	-	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	13	5 960	4	1 530	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	1	1 900	1	800	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	7	3 100	30	21 020	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	4	2 520	3	4 500	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	12	32 770	47	170 855	2	8 700	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	28	15 080	98	70 855	1	4 900	ADMIN. LOCALE
TOTAL	1 346	1 886 335	681	916 370	547	846 890	56	53 175	TOTAL
PERCENT %	100.0	100.0	50.6	48.6	40.6	44.9	4.2	2.8	POURCENT %

TABLE 69-TABLEAU 69

SUPPLY OF TOOLS FOURNITURE D'OUTILS											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		EMPLOYER COVERS FULL COST L'EMPLOYEUR PAIE TOUS LES FRAIS		EMPLOYER COVERS SOME COST L'EMPLOYEUR PAIE CERTAINS FRAIS		CASH ALLOWANCE ALLOCATION EN ESPECES		
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING										NON-MANUFACTURIER	
FORESTRY	39	18 480	5	1 635	4	2 120	19	8 730	5	3 020	EXPLOIT. FORESTIERE
FISHING	10	13 400	6	7 500	4	5 900	-	-	-	-	PECHE
MINING	75	63 655	33	32 765	7	6 025	2	550	19	10 770	MINES
AIR TRANSPORT	27	33 240	23	28 705	1	2 950	1	1 060	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	20	78 760	2	20 240	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	24	18 475	2	3 180	-	-	2	1 400	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	37	39 810	5	5 150	1	750	13	10 735	TRANSPORTS ROUTIER
STORAGE	7	5 030	5	4 225	1	600	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	34	120 811	8	19 590	-	-	-	-	COMMUNICATIONS
UTILITIES	49	59 980	27	24 150	7	2 995	3	4 830	4	1 575	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	11	11 445	-	-	1	300	6	3 305	COMMERCE DE GROS
RETAIL TRADE	80	95 920	66	69 435	8	16 210	1	4 300	3	3 370	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	6	4 770	1	255	-	-	1	1 200	FINANCES & ASSURANCES
EDUCATION	367	406 205	333	387 385	15	8 905	4	3 420	6	3 260	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	165	245 305	15	29 135	2	5 810	4	3 200	SERV.MEDICAUX/SOCIAUX
RECREATION	5	6 630	5	6 630	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	14	6 085	3	1 405	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	30	20 185	1	250	-	-	4	2 885	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	4	4 520	1	300	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	49	188 174	1	1 050	1	1 650	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	36	108 610	7	12 320	1	1 100	11	66 390	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	99	70 245	9	6 280	2	2 535	17	15 550	ADMIN. LOCALE
TOTAL	1 346	1 886 335	1034	1 482 325	102	144 860	38	35 035	95	126 660	TOTAL
PERCENT %	100.0	100.0	76.8	78.6	7.6	7.7	2.8	1.9	7.1	6.7	POURCENT %

TABLE 69 (CONT'D.) - TABLEAU 69 (SUITE)

SUPPLY OF TOOLS FOURNITURE D'OUTILS						
GROUPING	PROVIDED BY EMPLOYEE, REPLACED BY EMPLOYER		OTHER AUTRES DISPOSITIONS			
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV		
NON-MANUFACTURING						GROUPES
FORESTRY	3	1 175	3	1 800		NON-MANUFACTURIER
FISHING	-	-	-	-		EXPLOIT. FORESTIERE
MINING	13	12 805	1	740		PECHE
AIR TRANSPORT	1	225	1	300		MINES
RAILWAY TRANSPORT	1	665	-	-		TRANSPORTS AERIENS
WATER TRANSPORT	1	400	-	-		TRANSP. FERROVIAIRES
ROAD TRANSPORT	4	1 415	-	-		TRANSPORTS PAR EAU
STORAGE	-	-	1	205		TRANSPORTS ROUTIER
COMMUNICATIONS	1	900	-	-		ENTREPOSAGE
UTILITIES	7	25 785	1	645		COMMUNICATIONS
WHOLESALE TRADE	3	1 715	-	-		SERVICES D'UTILITE
RETAIL TRADE	1	1 155	1	1 450		COMMERCE DE GROS
FINANCE AND INSURANCE	-	-	-	-		COMMERCE DE DETAIL
EDUCATION	7	2 145	2	1 090		FINANCES & ASSURANCES
HEALTH AND WELFARE	2	830	1	435		ENSEIGNEMENT
RECREATION	-	-	-	-		SERV. MEDICAUX/SOCIAUX
SERVICES TO BUS. MGMT.	-	-	-	-		LOISIRS
PERSONAL SERVICES	-	-	-	-		SERV. AUX ENTREPRISES
ACCOMMODATION & FOOD	2	800	-	-		SERVICES PERSONNELS
MISC. SERVICES	-	-	2	2 200		HEBERGEMENT/RESTAUR.
FEDERAL ADMIN.	-	-	-	-		SERVICES DIVERS
PROVINCIAL ADMIN.	2	2 860	6	25 895		ADMIN. FEDERALE
LOCAL ADMIN.	9	9 520	1	300		ADMIN. PROVINCIALE
TOTAL	57	62 395	20	35 060		TOTAL
PERCENT %	4.2	3.3	1.5	1.9		POURCENT %

TABLE 70-TABLEAU 70

SAFETY EQUIPMENT EQUIPEMENT DE SECURITE											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		EMPLOYER COVERS FULL COST L'EMPLOYEUR PAIE TOUS LES FRAIS		EMPLOYER COVERS SOME COST L'EMPLOYEUR PAIE CERTAINS FRAIS		EMPLOYER COVERS FULL COST AND MAINTENANCE L'EMPLOYEUR PAIE TOUS LES FRAIS ET L'ENTRETIEN		
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING										NON-MANUFACTURIER	
FORESTRY	39	18 480	1	580	8	3 835	29	13 465	-	-	EXPLOIT. FORESTIERE
FISHING	10	13 400	6	8 800	3	4 400	-	-	1	200	PECHE
MINING	75	63 655	21	24 875	30	27 255	18	8 390	2	570	MINES
AIR TRANSPORT	27	33 240	19	27 775	3	1 000	5	4 465	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	15	76 770	5	21 275	3	1 620	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	13	8 430	10	6 360	3	2 385	2	2 680	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	23	13 080	28	29 395	9	15 385	-	-	TRANSPORTS ROUTIER
STORAGE	7	5 030	2	1 860	2	805	1	415	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	25	55 926	14	63 880	4	21 495	-	-	COMMUNICATIONS
UTILITIES	49	59 980	18	15 435	14	15 930	14	23 415	1	920	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	6	7 765	7	6 255	3	715	-	-	COMMERCE DE GROS
RETAIL TRADE	80	95 920	52	72 065	17	15 870	6	6 160	2	800	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	4	1 605	3	4 365	1	255	-	-	FINANCES & ASSURANCES
EDUCATION	367	406 205	305	354 780	39	36 590	16	9 900	2	1 450	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	131	232 020	39	42 850	3	1 030	4	1 555	SERV.MEDICAUX/SOCIAUX
RECREATION	5	6 630	5	6 630	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	12	5 285	4	1 700	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	-	-	1	800	1	1 900	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	34	23 185	1	370	2	565	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	5	6 080	2	940	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	50	186 924	1	3 950	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	19	86 245	36	116 165	4	8 155	1	1 050	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	57	44 540	65	47 355	10	10 630	2	995	ADMIN. LOCALE
TOTAL	1 346	1 886 335	823	1 260 655	332	451 345	132	130 345	17	10 220	TOTAL
PERCENT %	100.0	100.0	61.1	66.8	24.7	23.9	9.8	6.9	1.3	.5	POURCENT %

TABLE 70 (CONT'D.) - TABLEAU 70 (SUITE)

SAFETY EQUIPMENT EQUIPEMENT DE SECURITE									
GROUPING	EMPLOYER COVERS SOME COST AND MAINTENANCE		OTHER AUTRES DISPOSITIONS		AGMTS CONV	WORKERS TRAV		AGMTS CONV	WORKERS TRAV
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV		AGMTS CONV	WORKERS TRAV		
NON-MANUFACTURING									GROUPE
FORESTRY	1	600	-	-	-	-	-	-	NON-MANUFACTURIER
FISHING	-	-	-	-	-	-	-	-	EXPLOIT. FORESTIERE
MINING	3	1 315	1	1 250	-	-	-	-	PECHE
AIR TRANSPORT	-	-	-	-	-	-	-	-	MINES
RAILWAY TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS AERIENS
WATER TRANSPORT	-	-	-	-	-	-	-	-	TRANSP. FERROVIAIRES
ROAD TRANSPORT	-	-	-	-	1	3 600	-	-	TRANSPORTS PAR EAU
STORAGE	2	1 950	-	-	-	-	-	-	TRANSPORTS ROUTIER
COMMUNICATIONS	-	-	-	-	-	-	-	-	ENTREPOSAGE
UTILITIES	2	4 280	-	-	-	-	-	-	COMMUNICATIONS
WHOLESALE TRADE	5	2 030	-	-	-	-	-	-	SERVICES D'UTILITE
RETAIL TRADE	2	760	1	265	-	-	-	-	COMMERCE DE GROS
FINANCE AND INSURANCE	-	-	-	-	-	-	-	-	COMMERCE DE DETAIL
EDUCATION	4	2 735	1	750	-	-	-	-	FINANCES & ASSURANCES
HEALTH AND WELFARE	12	7 260	-	-	-	-	-	-	ENSEIGNEMENT
RECREATION	-	-	-	-	-	-	-	-	SERV. MEDICAUX/SOCIAUX
SERVICES TO BUS.MGMT.	1	505	-	-	-	-	-	-	LOISIRS
PERSONAL SERVICES	-	-	-	-	-	-	-	-	SERV. AUX ENTREPRISES
ACCOMMODATION & FOOD	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
MISC. SERVICES	-	-	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	SERVICES DIVERS
PROVINCIAL ADMIN.	1	1 160	2	4 400	-	-	-	-	ADMIN. FEDERALE
LOCAL ADMIN.	2	610	1	300	-	-	-	-	ADMIN. PROVINCIALE
TOTAL	35	23 205	7	10 565	-	-	-	-	TOTAL
PERCENT %	2.6	1.2	.5	.6	-	-	-	-	POURCENT %

TABLE 71-TABLEAU 71

TRAINING OR RETRAINING (NOT RELATED TO TECHNOLOGICAL CHANGE) FORMATION ET RECYCLAGE (NON LIÉS AUX CHANGEMENTS TECHNOLOGIQUES)											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		ON-THE-JOB TRAINING FORMATION SUR PLACE		APPRENTICESHIP PROGRAM PROGRAMME D'APPRENTISSAGE		FINANCIAL ASSISTANCE ASSISTANCE FINANCIERE		
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING										NON-MANUFACTURIER	
FORESTRY	39	18 480	14	6 010	12	6 055	4	1 120	-	-	EXPLOIT. FORESTIERE
FISHING	10	13 400	9	13 200	1	200	-	-	-	-	PECHE
MINING	75	63 655	14	7 200	21	19 680	9	4 695	1	200	MINES
AIR TRANSPORT	27	33 240	3	1 070	16	25 160	-	-	1	435	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	6	3 235	8	62 205	1	350	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	8	3 580	8	4 755	3	6 475	4	2 520	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	22	16 990	16	20 540	7	6 060	4	1 255	TRANSPORTS ROUTIER
STORAGE	7	5 030	4	2 725	3	2 305	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	18	62 690	7	5 946	1	210	9	37 850	COMMUNICATIONS
UTILITIES	49	59 980	16	17 775	13	8 160	1	1 300	4	2 075	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	5	1 745	8	4 870	3	8 050	2	400	COMMERCE DE GROS
RETAIL TRADE	80	95 920	53	60 725	14	19 485	3	1 165	3	5 300	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	3	700	-	-	-	-	2	1 160	FINANCES & ASSURANCES
EDUCATION	367	406 205	172	159 640	23	27 760	2	600	135	118 645	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	99	63 530	19	25 500	1	800	52	113 640	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	2	965	1	250	2	5 415	-	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	13	5 585	2	730	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	24	9 430	10	12 670	1	350	1	1 300	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	5	5 345	-	-	-	-	1	1 000	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	43	179 729	2	4 300	1	1 100	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	31	81 510	13	76 705	2	4 135	7	16 115	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	68	45 545	18	19 745	5	2 785	34	27 530	ADMIN. LOCALE
TOTAL	1 346	1 886 335	634	751 624	215	347 021	46	44 610	260	329 425	TOTAL
PERCENT %	100.0	100.0	47.1	39.8	16.0	18.4	3.4	2.4	19.3	17.5	POURCENT %

TABLE 71 (CONT'D.)-TABLEAU 71 (SUITE)

TRAINING OR RETRAINING (NOT RELATED TO TECHNOLOGICAL CHANGE) FORMATION ET RECYCLAGE (NON LIES AUX CHANGEMENTS TECHNOLOGIQUES)											
GROUPING	ON-THE-JOB TRAINING AND APPRENTICESHIP		ON-THE-JOB TRAINING AND FIN. ASSISTANCE		APPRENTICESHIP PROGRAM AND FIN. ASSISTANCE		ON-JOB TRAINING, APPRENTICESHIP & FIN. ASSISTANCE		OTHER		
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING										NON-MANUFACTURIER	
FORESTRY	2	825	-	-	5	3 630	1	600	1	240	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-	-	-	-	-	PECHE
MINING	12	4 970	2	1 280	4	3 325	11	21 965	1	340	MINES
AIR TRANSPORT	1	250	5	5 585	-	-	1	740	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	4	23 930	-	-	1	325	3	9 620	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	2	750	3	5 125	-	-	1	250	TRANSPORTS PAR EAU
ROAD TRANSPORT	5	2 465	3	8 295	1	205	2	2 050	-	-	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	2	4 300	4	24 005	-	-	-	-	2	6 300	COMMUNICATIONS
UTILITIES	7	18 435	4	6 765	1	375	1	3 000	2	2 095	SERVICES D'UTILITE
WHOLESALE TRADE	2	1 400	-	-	-	-	1	300	-	-	COMMERCE DE GROS
RETAIL TRADE	4	4 545	1	900	-	-	2	3 800	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	3	4 365	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	1	390	20	19 600	6	2 385	1	440	7	76 745	ENSEIGNEMENT
HEALTH AND WELFARE	-	-	13	58 980	-	-	3	17 965	2	4 300	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS.MGMT.	1	505	1	670	-	-	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	-	-	-	1	370	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	1	675	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	2	3 600	1	1 050	1	1 860	4	22 300	5	5 745	ADMIN. PROVINCIALE
LOCAL ADMIN.	4	5 050	4	2 235	-	-	4	1 540	2	9 900	ADMIN. LOCALE
TOTAL	47	70 665	64	135 155	22	17 230	34	84 320	24	106 285	TOTAL
PERCENT %	3.5	3.7	4.8	7.2	1.6	.9	2.5	4.5	1.8	5.6	POURCENT %

TABLE 72-TABEAU 72

INDUSTRIAL SAFETY SECURITE INDUSTRIELLE										
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		SAFETY PROGRAM PROGRAMME DE SECURITE		SAFETY COMMITTEE COMITE DE SECURITE		SAFETY PROGRAM AND SAFETY COMMITTEE PROGRAMME ET COMITE DE SECURITE	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										NON-MANUFACTURIER
FORESTRY	39	18 480	3	980	11	5 905	8	3 615	17	7 980
FISHING	10	13 400	-	-	9	11 900	-	-	1	1 500
MINING	75	63 655	3	1 305	6	3 520	3	1 345	63	57 485
AIR TRANSPORT	27	33 240	4	3 085	8	7 315	4	4 620	11	18 220
RAILWAY TRANSPORT	23	99 665	15	77 095	5	21 535	-	-	3	1 035
WATER TRANSPORT	29	23 455	4	1 260	11	9 535	3	5 165	11	7 495
ROAD TRANSPORT	60	57 860	13	11 565	30	24 410	7	10 580	10	11 305
STORAGE	7	5 030	4	1 680	2	1 850	-	-	1	1 500
COMMUNICATIONS	43	141 301	10	18 570	16	79 491	3	2 560	14	40 680
UTILITIES	49	59 980	13	8 175	8	6 380	4	1 730	24	43 695
WHOLESALE TRADE	21	16 765	6	2 440	3	825	5	1 770	7	11 730
RETAIL TRADE	80	95 920	33	34 545	19	12 475	14	26 325	14	22 575
FINANCE AND INSURANCE	8	6 225	3	675	2	1 455	2	3 360	1	735
EDUCATION	367	406 205	293	335 945	32	30 950	26	27 620	16	11 690
HEALTH AND WELFARE	189	284 715	61	54 900	34	40 495	37	98 020	57	91 300
RECREATION	5	6 630	4	6 215	1	415	-	-	-	-
SERVICES TO BUS.MGMT.	17	7 490	8	3 480	3	960	5	2 760	1	290
PERSONAL SERVICES	2	2 700	1	1 900	-	-	-	-	1	800
ACCOMMODATION & FOOD	37	24 120	25	19 410	10	3 040	1	370	1	1 300
MISC. SERVICES	7	7 020	3	1 505	3	4 315	-	-	1	1 200
FEDERAL ADMIN.	51	190 874	6	4 480	29	126 524	1	1 215	15	58 655
PROVINCIAL ADMIN.	63	217 175	12	15 155	23	100 465	8	14 345	20	87 210
LOCAL ADMIN.	137	104 430	64	39 800	19	14 095	21	9 560	33	40 975
TOTAL	1 346	1 886 335	588	644 165	284	507 855	152	214 960	322	519 355
PERCENT %	100.0	100.0	43.7	34.1	21.1	26.9	11.3	11.4	23.9	27.5
										POURCENT %

TABLE 73-TABLEAU 73

MATERNITY LEAVE (SENIORITY) CONGE DE MATERNITE (ANCIENNETE)									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		SENIORITY RETAINED ANCIENNETE CONSERVEE		SENIORITY ACCUMULATED ANCIENNETE ACCUMULEE		SENIORITY RETAINED OR ACCUMULATED ANCIENNETE CONSERVEE OU ACCUMULEE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	39	18 480	38	17 630	1	850	-	-	-
FISHING	10	13 400	10	13 400	-	-	-	-	-
MINING	75	63 655	60	50 270	7	3 885	7	6 500	3 000
AIR TRANSPORT	27	33 240	14	19 845	1	225	6	6 595	2
RAILWAY TRANSPORT	23	99 665	23	99 665	-	-	-	-	1 310
WATER TRANSPORT	29	23 455	26	20 055	2	3 180	1	220	-
ROAD TRANSPORT	60	57 860	52	42 130	5	12 990	3	2 740	-
STORAGE	7	5 030	6	4 330	1	700	-	-	-
COMMUNICATIONS	43	141 301	15	56 381	15	18 965	9	50 835	-
UTILITIES	49	59 980	29	35 590	10	10 985	7	10 125	2 150
WHOLESALE TRADE	21	16 765	14	7 945	3	1 765	2	6 240	-
RETAIL TRADE	80	95 920	26	25 275	35	39 060	9	17 545	-
FINANCE AND INSURANCE	8	6 225	-	-	4	930	1	930	-
EDUCATION	367	406 205	116	78 260	145	101 330	40	132 405	1 535
HEALTH AND WELFARE	189	284 715	15	17 725	102	67 370	34	121 950	3 035
RECREATION	5	6 630	4	6 030	-	-	1	600	-
SERVICES TO BUS.MGMT.	17	7 490	12	5 205	3	1 015	1	290	-
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	-
ACCOMMODATION & FOOD	37	24 120	26	18 630	6	2 100	1	240	-
MISC. SERVICES	7	7 020	3	2 515	2	505	1	3 000	-
FEDERAL ADMIN.	51	190 874	41	139 503	9	47 421	-	-	-
PROVINCIAL ADMIN.	63	217 175	5	9 145	33	93 620	10	77 300	-
LOCAL ADMIN.	137	104 430	70	44 545	49	48 450	9	8 445	2 270
TOTAL	1 346	1 886 335	607	716 774	433	455 346	142	445 960	17
PERCENT %	100.0	100.0	45.1	38.0	32.0	24.2	10.5	23.6	1.3
									13 300
									POURCENT %
									.7

TABLE 73 (CONT'D.)-TABLEAU 73 (SUITE)

MATERNITY LEAVE (SENIORITY) CONGE DE MATERNITE (ANCIENNETE)									
GROUPING	ACCUMULATED TO CERTAIN POINT THEN RETAINED	OTHER AUTRES DISPOSITIONS		AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	GROUPE	
	AGMTS CONV	WORKERS TRAV							
NON-MANUFACTURING								NON-MANUFACTURIER	
FORESTRY	-	-	-	-	-	-	-	EXPLOIT. FORESTIERE	
FISHING	-	-	-	-	-	-	-	PECHE	
MINING	-	-	-	-	-	-	-	MINES	
AIR TRANSPORT	1	1 060	3	4 205				TRANSPORTS AERIENS	
RAILWAY TRANSPORT	-	-	-	-	-	-	-	TRANSP. FERROVIAIRES	
WATER TRANSPORT	-	-	-	-	-	-	-	TRANSPORTS PAR EAU	
ROAD TRANSPORT	-	-	-	-	-	-	-	TRANSPORTS ROUTIER	
STORAGE	-	-	-	-	-	-	-	ENTREPOSAGE	
COMMUNICATIONS	2	4 220	2	10 900				COMMUNICATIONS	
UTILITIES	1	920	1	210				SERVICES D'UTILITE	
WHOLESALE TRADE	2	815	-	-				COMMERCE DE GROS	
RETAIL TRADE	1	220	9	13 820				COMMERCE DE DETAIL	
FINANCE AND INSURANCE	1	2 430	2	1 935				FINANCES & ASSURANCES	
EDUCATION	16	9 655	46	83 020				ENSEIGNEMENT	
HEALTH AND WELFARE	7	1 935	29	72 700				SERV. MEDICAUX/SOCIAUX	
RECREATION	-	-	-	-				LOISIRS	
SERVICES TO BUS. MGMT.	-	-	1	980				SERV. AUX ENTREPRISES	
PERSONAL SERVICES	-	-	-	-				SERVICES PERSONNELS	
ACCOMMODATION & FOOD	-	-	4	3 150				HEBERGEMENT/RESTAUR.	
MISC. SERVICES	-	-	1	1 000				SERVICES DIVERS	
FEDERAL ADMIN.	-	-	1	3 950				ADMIN. FEDERALE	
PROVINCIAL ADMIN.	3	5 670	12	31 440				ADMIN. PROVINCIALE	
LOCAL ADMIN.	-	-	2	720				ADMIN. LOCALE	
TOTAL	34	26 925	113	228 030				TOTAL	
PERCENT %	2.5	1.4	8.4	12.1				POURCENT %	

TABLE 74-TABLEAU 74

MATERNITY LEAVE (PAY) CONGE DE MATERNITE (REMUNERATION)									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		WITH PAY REMUNERE		WITHOUT PAY NON REMUNERE		WITH AND WITHOUT PAY REMUNERE ET NON REMUNERE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									GROUPE
FORESTRY	39	18 480	39	18 480	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	10	13 400	10	13 400	-	-	-	-	PECHE
MINING	75	63 655	56	45 810	-	19	17 845	-	MINES
AIR TRANSPORT	27	33 240	16	18 405	-	-	14 835	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	23	99 665	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	23	15 855	-	6	7 600	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	50	40 040	-	8	17 160	2	TRANSPORTS ROUTIER
STORAGE	7	5 030	6	4 330	-	-	700	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	14	31 731	-	19	76 255	7	COMMUNICATIONS
UTILITIES	49	59 980	28	32 915	3	11 100	13 825	2	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	18	10 085	-	-	6 680	-	COMMERCE DE GROS
RETAIL TRADE	80	95 920	32	35 470	-	43	47 530	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	2	1 455	-	-	3 610	-	FINANCES & ASSURANCES
EDUCATION	367	406 205	146	110 615	16	95 385	173 850	21	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	35	42 320	8	73 830	108 380	9	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	3	5 965	-	-	665	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	12	4 790	-	-	2 700	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	1	1 900	-	-	800	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	28	19 830	-	-	2 890	2	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	2	1 840	-	-	5 180	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	5	4 800	2	3 025	92 438	10	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	5	5 820	2	12 700	144 365	2	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	65	39 415	1	400	63 050	3	ADMIN. LOCALE
TOTAL	1 346	1 886 335	619	604 936	32	196 440	761 358	58	TOTAL
PERCENT %	100.0	100.0	46.0	32.1	2.4	10.4	44.3	4.3	POURCENT %
									12.3

TABLE 74 (CONT'D.)-TABLEAU 74 (SUITE)

MATERNITY LEAVE (PAY) CONGE DE MATERNITE (REMUNERATION)									
GROUPING	USE OF SICK LEAVE		WEEKLY INDEMNITY OR GROUP INSURANCE		OTHER		AGMTS CONV	WORKERS TRAV	GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-	-	-	PECHE
MINING	-	-	-	-	-	-	-	-	MINES
AIR TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	1	225	1	285	1	210	1	210	COMMUNICATIONS
UTILITIES	1	360	1	520	-	-	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	-	-	-	-	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	1	510	-	-	4	12 410	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	2	1 160	2	1 160	FINANCES & ASSURANCES
EDUCATION	10	21 645	-	-	1	600	1	600	ENSEIGNEMENT
HEALTH AND WELFARE	6	12 155	-	-	-	-	-	-	SERV.MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS.MGMT.	-	-	-	-	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	1	27 390	1	27 390	ADMIN. FEDERALE
PROVINCIAL ADMIN.	10	13 880	-	-	-	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	1	200	-	-	-	-	-	-	ADMIN. LOCALE
TOTAL	30	48 975	2	805	9	41 770	9	41 770	TOTAL
PERCENT %	2.2	2.6	.1	.0	.7	2.2	.7	2.2	POURCENT %

TABLE 75-TABLEAU 75

MATERNITY LEAVE: SPECIFIED TIME BEFORE AND AFTER DATE OF BIRTH
DURÉE DU CONGÉ DE MATERNITÉ AVANT ET APRES L'ACCOUCHEMENT

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		LESS THAN 3 MOS. MOINS DE 3 MOIS		3 MONTHS 3 MOIS		4 MONTHS 4 MOIS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	37	16 930	-	-	1	850	1	700	EXPLOIT. FORESTIERE
FISHING	10	13 400	10	13 400	-	-	-	-	-	-	PECHE
MINING	75	63 655	50	30 645	-	-	1	250	11	8 810	MINES
AIR TRANSPORT	27	33 240	11	15 605	1	460	1	3 500	4	4 425	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	23	99 665	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	23	15 855	-	-	-	-	1	220	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	49	39 790	-	-	-	-	7	14 645	TRANSPORTS ROUTIER
STORAGE	7	5 030	6	4 330	-	-	1	700	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	11	22 701	2	3 900	1	880	12	18 955	COMMUNICATIONS
UTILITIES	49	59 980	24	14 300	2	600	1	220	12	27 580	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	12	7 040	-	-	-	-	1	200	COMMERCE DE GROS
RETAIL TRADE	80	95 920	16	9 380	3	6 770	5	4 065	11	13 525	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	-	-	-	-	-	-	3	3 840	FINANCES & ASSURANCES
EDUCATION	367	406 205	82	50 945	4	1 955	4	4 480	93	168 545	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	3	3 460	2	4 745	1	550	38	89 505	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	2	5 365	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	17	7 490	10	4 025	-	-	1	300	1	290	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	1	1 900	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	25	19 945	-	-	-	-	5	1 805	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	2	1 840	-	-	-	-	3	1 505	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	6	5 750	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	-	-	1	3 000	-	-	19	70 930	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	54	27 125	1	360	1	400	23	21 075	ADMIN. LOCALE
TOTAL	1 346	1 886 335	457	409 996	16	21 790	18	16 195	245	446 555	TOTAL
PERCENT %	100.0	100.0	34.0	21.7	1.2	1.2	1.3	.9	18.2	23.7	POURCENT %

TABLE 75 (CONT'D.)-TABLEAU 75 (SUITE)

MATERNITY LEAVE: SPECIFIED TIME BEFORE AND AFTER DATE OF BIRTH DUREE DU CONGE DE MATERNITE AVANT ET APRES L'ACCOUCHEMENT									
GROUPING	5 MONTHS		6 MONTHS OR MORE		NOT SPECIFIED: EMPLOYEE TO DETERMINE		NOT SPECIFIED: CANNOT BE DETERMINED		OTHER AUTRES DISPOSITIONS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-	-	-	PECHE
MINING	-	-	12	12 200	-	-	1	11 750	MINES
AIR TRANSPORT	2	1 310	6	7 015	-	-	1	605	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	5	7 380	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	1	1 225	3	2 200	-	-	-	-	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	7	12 140	10	82 725	-	-	-	-	COMMUNICATIONS
UTILITIES	9	15 130	1	2 150	-	-	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	1	5 900	6	3 285	-	-	1	340	COMMERCE DE GROS
RETAIL TRADE	9	8 280	20	34 505	2	1 250	13	16 145	COMMERCE DE DETAIL
FINANCE AND INSURANCE	1	735	3	1 415	-	-	1	235	FINANCES & ASSURANCES
EDUCATION	29	21 795	120	136 595	11	5 085	23	15 695	ENSEIGNEMENT
HEALTH AND WELFARE	24	38 290	117	147 065	-	-	4	1 100	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	3	1 265	-	-	-	-	LOISIRS
SERVICES TO BUS.MGMT.	-	-	4	2 400	-	-	1	475	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	1	800	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	1	200	6	2 170	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	1	3 000	1	675	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	-	-	45	185 124	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	21	72 955	22	70 290	-	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	14	27 375	39	21 625	-	-	4	6 270	ADMIN. LOCALE
TOTAL	120	208 335	424	720 884	13	6 335	49	52 615	3 630
PERCENT %	8.9	11.0	31.5	38.2	1.0	.3	3.6	2.8	.2
									POURCENT %

TABLE 76-TABLERAU 76

ADVANCE NOTICE AND/OR CONSULTATION WITH EMPLOYEE AND/OR UNION PRIOR TO INTRODUCTION OF TECHNOLOGICAL CHANGES PREAVIS ET/OU CONSULTATION AVEC L'EMPLOYE ET/OU DU SYNDICAT AVANT L'INTRODUCTION DE CHANGEMENTS TECHNOLOGIQUES										
	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		LESS THAN 3 MOS. MOINS DE 3 MOIS		3 TO 6 MONTHS 3 A 6 MOIS		6 TO 12 MONTHS 6 A 12 MOIS	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
GROUPING	AGMTS CONV		AGMTS CONV		AGMTS CONV		AGMTS CONV		AGMTS CONV	
	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV		WORKERS TRAV	
GROUPING	WORKERS TRAV		WORKERS TRAV							

TABLE 76 (CONT'D.)-TABLEAU 76 (SUITE)

ADVANCE NOTICE AND/OR CONSULTATION WITH EMPLOYEE AND/OR UNION PRIOR TO INTRODUCTION OF TECHNOLOGICAL CHANGES PREAVIS ET/OU CONSULTATION AVEC L'EMPLOYE ET/OU DU SYNDICAT AVANT L'INTRODUCTION DE CHANGEMENTS TECHNOLOGIQUES						
GROUPING	12 MONTHS OR MORE		OTHER AUTRES DISPOSITIONS		WORKERS TRAV	GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV		
NON-MANUFACTURING						NON-MANUFACTURIER
FORESTRY	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	2	4 500	-	PECHE
MINING	-	-	11	20 110	-	MINES
AIR TRANSPORT	-	-	1	3 000	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	3	825	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	4	2 725	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	-	-	4	2 545	-	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	1	3 400	4	7 370	-	COMMUNICATIONS
UTILITIES	-	-	9	8 835	-	SERVICES D'UTILITE
WHOLESALE TRADE	-	-	2	1 400	-	COMMERCE DE GROS
RETAIL TRADE	-	-	5	12 110	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	2	1 435	-	FINANCES & ASSURANCES
EDUCATION	-	-	7	3 430	-	ENSEIGNEMENT
HEALTH AND WELFARE	-	-	26	14 135	-	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	2	1 015	-	LOISIRS
SERVICES TO BUS. MGMT.	-	-	3	895	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	15	49 235	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	-	-	9	10 095	-	ADMIN. LOCALE
TOTAL	1	3 400	109	143 660		TOTAL
PERCENT %	.1	.2	8.1	7.6		POURCENT %

TABLE 77-TABLEAU 77

TRAINING OR RETRAINING PROVIDED IN CASE OF TECHNOLOGICAL CHANGE
FORMATION OU RECYCLAGE OFFERTS A L'OCCASION DES CHANGEMENTS TECHNOLOGIQUES

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		TRAINING ON NEW EQUIPMENT FORMATION SUR LE NOUVEL EQUIPEMENT		TRAINING FOR ANOTHER JOB FORMATION POUR UN AUTRE EMPLOI		OTHER AUTRES DISPOSITION	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										
FORESTRY	39	18 480	27	12 670	6	1 910	1	270	5	3 630
FISHING	10	13 400	8	8 900	-	-	-	-	2	4 500
MINING	75	63 655	49	27 165	13	15 305	10	19 095	3	2 090
AIR TRANSPORT	27	33 240	21	28 220	5	4 700	1	320	-	-
RAILWAY TRANSPORT	23	99 665	17	22 420	2	75 000	2	900	2	1 345
WATER TRANSPORT	29	23 455	25	18 080	2	775	2	4 600	-	-
ROAD TRANSPORT	60	57 860	56	47 415	3	7 375	1	3 070	-	-
STORAGE	7	5 030	5	2 930	1	600	1	1 500	-	-
COMMUNICATIONS	43	141 301	26	61 641	8	12 905	6	27 555	3	39 200
UTILITIES	49	59 980	35	21 495	8	31 500	6	6 985	-	-
WHOLESALE TRADE	21	16 765	13	10 125	2	2 100	3	2 525	3	2 015
RETAIL TRADE	80	95 920	67	74 175	7	13 540	5	6 205	1	2 000
FINANCE AND INSURANCE	8	6 225	5	2 385	1	1 200	2	2 640	-	-
EDUCATION	367	406 205	335	383 880	19	13 470	8	3 770	5	5 085
HEALTH AND WELFARE	189	284 715	170	235 275	3	4 885	6	23 125	10	21 430
RECREATION	5	6 630	5	6 630	-	-	-	-	-	-
SERVICES TO BUS. MGMT.	17	7 490	16	7 200	-	-	-	-	1	290
PERSONAL SERVICES	2	2 700	1	1 900	-	-	1	800	-	-
ACCOMMODATION & FOOD	37	24 120	36	22 820	1	1 300	-	-	-	-
MISC. SERVICES	7	7 020	5	5 345	-	-	1	675	1	1 000
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	-	-	-	-
PROVINCIAL ADMIN.	63	217 175	55	157 265	3	16 925	2	30 545	3	12 440
LOCAL ADMIN.	137	104 430	102	69 665	24	22 710	9	10 030	2	2 025
TOTAL	1 346	1 886 335	1 130	1 418 475	108	226 200	67	144 610	41	97 050
PERCENT %	100.0	100.0	84.0	75.2	8.0	12.0	5.0	7.7	3.0	5.1
										POURCENT %

TABLE 78-TABLEAU 78

LABOUR-MANAGEMENT COMMITTEE (TECHNOLOGICAL CHANGE) COMITE PATRONAL-SYNDICAL (CHANGEMENTS TECHNOLOGIQUES)										
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		COMMITTEE STUDIES PROBLEMS LE COMITE ETUDIE LES PROBLEMES		COMMITTEE ADMINISTERS FUNDS/PROGRAMS LE COMITE ADMIN- ISTRE LES FONDS/ PROGRAMMES		STUDIES PROBLEMS ADMINISTERS FUNDS/PROGRAMS ETUDIE PROBLEMES ADMINISTRE FONDS/PROGRAMMES	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										NON-MANUFACTURIER
FORESTRY	39	18 480	38	18 255	1	225	-	-	-	-
FISHING	10	13 400	10	13 400	-	-	-	-	-	-
MINING	75	63 655	70	61 015	4	2 290	1	350	-	-
AIR TRANSPORT	27	33 240	25	29 905	2	3 335	-	-	-	-
RAILWAY TRANSPORT	23	99 665	21	98 560	2	1 105	-	-	-	-
WATER TRANSPORT	29	23 455	24	18 585	5	4 870	-	-	-	-
ROAD TRANSPORT	60	57 860	60	57 860	-	-	-	-	-	-
STORAGE	7	5 030	7	5 030	-	-	-	-	-	-
COMMUNICATIONS	43	141 301	31	78 265	11	62 136	-	-	1	900
UTILITIES	49	59 980	41	28 825	8	31 155	-	-	-	-
WHOLESALE TRADE	21	16 765	21	16 765	-	-	-	-	-	-
RETAIL TRADE	80	95 920	78	90 220	1	4 300	-	-	1	1 400
FINANCE AND INSURANCE	8	6 225	6	4 815	1	1 200	1	210	-	-
EDUCATION	367	406 205	355	398 890	11	6 645	-	-	1	670
HEALTH AND WELFARE	189	284 715	181	277 990	7	5 645	1	1 080	-	-
RECREATION	5	6 630	5	6 630	-	-	-	-	-	-
SERVICES TO BUS.MGMT.	17	7 490	14	5 705	3	1 785	-	-	-	-
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	-	-
ACCOMMODATION & FOOD	37	24 120	37	24 120	-	-	-	-	-	-
MISC. SERVICES	7	7 020	6	6 020	1	1 000	-	-	-	-
FEDERAL ADMIN.	51	190 874	23	24 642	28	166 232	-	-	-	-
PROVINCIAL ADMIN.	63	217 175	48	113 925	15	103 250	-	-	-	-
LOCAL ADMIN.	137	104 430	131	102 500	6	1 930	-	-	-	-
TOTAL	1 346	1 886 335	1 234	1 484 622	106	397 103	3	1 640	3	2 970
PERCENT %	100.0	100.0	91.7	78.7	7.9	21.1	.2	.1	.2	.2
									TOTAL	POURCENT %

TABLE 79-TABLEAU 79

EMPLOYMENT SECURITY (TECHNOLOGICAL CHANGE) GARANTIE D'EMPLOI (CHANGEMENTS TECHNOLOGIQUES)										
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		WAGE OR EMPLOYMENT GUARANTEE		ATTRITION REDUCTION NATURELLE DES EFFECTIFS		DISTRIBUTION OF WORK REPARTITION DU TRAVAIL	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										
FORESTRY	39	18 480	37	17 655	2	825	-	-	-	-
FISHING	10	13 400	10	13 400	-	-	-	-	-	-
MINING	75	63 655	59	36 390	15	27 015	1	250	-	-
AIR TRANSPORT	27	33 240	25	31 420	2	1 820	-	-	-	-
RAILWAY TRANSPORT	23	99 665	19	43 440	4	56 225	-	-	-	-
WATER TRANSPORT	29	23 455	23	19 830	6	3 625	-	-	-	-
ROAD TRANSPORT	60	57 860	55	50 815	5	7 045	-	-	-	-
STORAGE	7	5 030	5	2 830	2	2 200	-	-	-	-
COMMUNICATIONS	43	141 301	31	71 641	11	62 260	-	-	-	-
UTILITIES	49	59 980	28	19 040	18	25 255	-	-	1	255
WHOLESALE TRADE	21	16 765	19	14 525	2	2 240	-	-	-	-
RETAIL TRADE	80	95 920	68	82 320	11	13 400	-	-	-	-
FINANCE AND INSURANCE	8	6 225	4	1 430	4	4 795	-	-	-	-
EDUCATION	367	406 205	334	386 435	33	19 770	-	-	-	-
HEALTH AND WELFARE	189	284 715	181	261 250	7	20 665	-	-	-	-
RECREATION	5	6 630	5	6 630	-	-	-	-	-	-
SERVICES TO BUS. MGMT.	17	7 490	17	7 490	-	-	-	-	-	-
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	-	-
ACCOMMODATION & FOOD	37	24 120	34	22 050	3	2 070	-	-	-	-
MISC. SERVICES	7	7 020	6	6 020	1	1 000	-	-	-	-
FEDERAL ADMIN.	51	190 874	50	189 774	1	1 100	-	-	-	-
PROVINCIAL ADMIN.	63	217 175	58	162 165	5	55 010	-	-	-	-
LOCAL ADMIN.	137	104 430	94	53 450	42	50 680	-	-	-	-
TOTAL	1 346	1 886 335	1 164	1 502 700	174	357 000	1	250	1	255
PERCENT %	100.0	100.0	86.5	79.7	12.9	18.9	.1	.0	.1	.0
										POURCENT %

TABLE 79 (CONT'D.)-TABLEAU 79 (SUITE)

EMPLOYMENT SECURITY (TECHNOLOGICAL CHANGE) GARANTIE D'EMPLOI (CHANGEMENTS TECHNOLOGIQUES)									
GROUPING	EMPLT. GUARANTEE OR ATTRITION OR WORK DISTRIB.		OTHER AUTRES DISPOSITIONS		AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV					
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-	-	-	PECHE
MINING	-	-	-	-	-	-	-	-	MINES
AIR TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	1	7 400	-	-	-	-	-	-	COMMUNICATIONS
UTILITIES	2	15 430	-	-	-	-	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	-	-	-	-	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	-	-	-	-	1	200	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	-	-	-	-	-	-	-	-	ENSEIGNEMENT
HEALTH AND WELFARE	1	2 800	-	-	-	-	-	-	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	-	-	-	-	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	-	-	-	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	-	-	-	-	1	300	-	-	ADMIN. LOCALE
TOTAL	4	25 630	2	500					TOTAL
PERCENT %	.3	1.4	.1	.0					POURCENT %

TABLE 80-TABLEAU 80

NOTICE OF LAYOFF (TECHNOLOGICAL CHANGE) AVIS DE MISE A PIED (CHANGEMENTS TECHNOLOGIQUES)										
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		LESS THAN 3 MOS. MOINS DE 3 MOIS		3 TO 6 MONTHS 3 A 6 MOIS		OTHER AUTRES DISPOSITIONS	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										NON-MANUFACTURIER
FORESTRY	39	18 480	36	16 555	2	1 700	1	225	-	-
FISHING	10	13 400	10	13 400	-	-	-	-	-	-
MINING	75	63 655	72	61 375	2	1 780	1	500	-	-
AIR TRANSPORT	27	33 240	24	28 050	2	4 450	1	740	-	-
RAILWAY TRANSPORT	23	99 665	23	99 665	-	-	-	-	-	-
WATER TRANSPORT	29	23 455	28	23 055	-	-	1	400	-	-
ROAD TRANSPORT	60	57 860	57	45 025	-	-	3	12 835	-	-
STORAGE	7	5 030	7	5 030	-	-	-	-	-	-
COMMUNICATIONS	43	141 301	31	113 735	7	22 995	5	4 571	-	-
UTILITIES	49	59 980	46	53 930	1	900	1	3 000	1	2 150
WHOLESALE TRADE	21	16 765	19	14 425	-	-	2	2 340	-	-
RETAIL TRADE	80	95 920	72	89 625	3	2 750	4	2 800	1	745
FINANCE AND INSURANCE	8	6 225	6	2 595	1	1 200	-	-	1	2 430
EDUCATION	367	406 205	349	394 705	4	1 215	7	5 875	7	4 410
HEALTH AND WELFARE	189	284 715	166	266 430	1	5 000	3	5 450	19	7 835
RECREATION	5	6 630	4	6 380	-	-	1	250	-	-
SERVICES TO BUS. MGMT.	17	7 490	16	7 090	-	-	-	-	1	400
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	-	-
ACCOMMODATION & FOOD	37	24 120	37	24 120	-	-	-	-	-	-
MISC. SERVICES	7	7 020	4	4 705	-	-	2	1 315	1	1 000
FEDERAL ADMIN.	51	190 874	50	190 509	-	-	1	365	-	-
PROVINCIAL ADMIN.	63	217 175	50	157 645	11	53 990	-	-	2	5 540
LOCAL ADMIN.	137	104 430	127	95 245	1	625	7	3 260	2	5 300
TOTAL	1 346	1 886 335	1 236	1 715 994	35	96 605	40	43 926	35	29 810
PERCENT %	100.0	100.0	91.8	91.0	2.6	5.1	3.0	2.3	2.6	1.6
										POURCENT %

TABLE 81-TABLEAU 81

MOONLIGHTING DOUBLE EMPLOI										
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		PERMITTED WITH RESTRICTIONS PERMIS MAIS AVEC RESTRICTIONS		PROHIBITED INTERDIT		OTHER AUTRES DISPOSITIONS	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										NON-MANUFACTURIER
FORESTRY	39	18 480	39	18 480	-	-	-	-	-	-
FISHING	10	13 400	8	8 900	2	4 500	-	-	-	-
MINING	75	63 655	62	46 610	8	14 355	2	1 750	3	940
AIR TRANSPORT	27	33 240	8	10 125	15	20 835	1	275	3	2 005
RAILWAY TRANSPORT	23	99 665	16	73 390	4	24 005	-	-	3	2 270
WATER TRANSPORT	29	23 455	25	20 760	2	1 480	2	1 215	-	-
ROAD TRANSPORT	60	57 860	31	27 335	25	24 650	3	5 625	1	250
STORAGE	7	5 030	6	3 530	-	-	-	-	1	1 500
COMMUNICATIONS	43	141 301	29	114 470	11	22 126	3	4 705	-	-
UTILITIES	49	59 980	48	59 335	1	645	-	-	-	-
WHOLESALE TRADE	21	16 765	17	13 215	2	1 150	2	2 400	-	-
RETAIL TRADE	80	95 920	73	90 855	2	1 500	5	3 565	-	-
FINANCE AND INSURANCE	8	6 225	8	6 225	-	-	-	-	-	-
EDUCATION	367	406 205	340	369 490	16	23 660	10	11 255	1	1 800
HEALTH AND WELFARE	189	284 715	166	271 160	9	8 110	6	2 825	8	2 620
RECREATION	5	6 630	5	6 630	-	-	-	-	-	-
SERVICES TO BUS.MGMT.	17	7 490	16	7 260	1	230	-	-	-	-
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	-	-
ACCOMMODATION & FOOD	37	24 120	30	20 880	1	850	3	1 075	3	1 315
MISC. SERVICES	7	7 020	3	3 940	3	2 405	1	675	-	-
FEDERAL ADMIN.	51	190 874	39	79 094	12	111 780	-	-	-	-
PROVINCIAL ADMIN.	63	217 175	59	209 585	4	7 590	-	-	-	-
LOCAL ADMIN.	137	104 430	116	86 645	14	14 095	6	3 225	1	465
TOTAL	1 346	1 886 335	1 146	1 550 614	132	283 966	44	38 590	24	13 165
PERCENT %	100.0	100.0	85.1	82.2	9.8	15.1	3.3	2.0	1.8	.7
										POURCENT %

TABLE 82-TABEAU 82

CONTRACTING OUT
CONTRATS A FORFAIT

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		PERMITTED PERMIS		PROHIBITED INTERDIT		PROHIBITED IF LEADS TO LAYOFF INTERDIT SI ELLE ENTRAINE DES MISES A PIED		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	19	8 015	12	6 490	2	465	4	2 360	EXPLOIT. FORESTIERE
FISHING	10	13 400	10	13 400	-	-	-	-	-	-	PECHE
MINING	75	63 655	25	14 050	7	4 550	-	-	42	44 315	MINES
ATR TRANSPORT	27	33 240	15	15 040	5	13 695	-	-	7	4 505	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	14	19 850	3	1 465	-	-	6	78 350	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	16	12 050	1	1 295	1	650	9	8 860	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	30	24 640	4	6 860	1	600	23	20 650	TRANSPORTS ROUTIER
STORAGE	7	5 030	6	4 430	-	-	-	-	1	600	ENTREPOSAGE
COMMUNICATIONS	43	141 301	23	113 145	6	6 021	-	-	14	22 135	COMMUNICATIONS
UTILITIES	49	59 980	29	38 970	3	1 740	-	-	17	19 270	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	16	13 625	1	300	-	-	3	2 540	COMMERCE DE GROS
RETAIL TRADE	80	95 920	61	71 100	4	9 320	-	-	15	15 500	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	2	1 140	1	235	-	-	5	4 850	FINANCES & ASSURANCES
EDUCATION	367	406 205	275	303 320	26	22 035	7	4 360	57	73 735	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	109	139 150	35	34 455	1	235	44	110 875	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	4	6 215	-	-	-	-	1	415	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	12	4 635	2	1 175	1	300	1	980	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	29	16 945	7	6 975	-	-	1	200	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	4	4 145	1	675	-	-	1	1 000	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	13	12 570	35	170 249	-	-	3	8 055	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	43	166 810	12	22 115	-	-	8	28 250	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	78	50 490	15	10 285	1	200	43	43 455	ADMIN. LOCALE
TOTAL	1 346	1 886 335	835	1 056 435	180	319 935	14	6 810	305	490 900	TOTAL
PERCENT %	100.0	100.0	62.0	56.0	13.4	17.0	1.0	.4	22.7	26.0	POURCENT %

TABLE 82 (CONT'D.) - TABLEAU 82 (SUITE)

CONTRACTING OUT CONTRATS A FORFAIT									
GROUPING	PROHIBITED TO NON-UNION EMPLOYERS		PROHIB. IF NON- UNION EMPL. OR LEADS TO LAYOFF		OTHER AUTRE DISPOSITIONS				GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	2	1 150	-	-	-	-			EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-			PECHE
MINING	-	-	1	740	-	-			MINES
AIR TRANSPORT	-	-	-	-	-	-			TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	-	-			TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	-	-	2	600			TRANSPORTS PAR EAU
ROAD TRANSPORT	-	-	2	5 110	-	-			TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-			ENTREPOSAGE
COMMUNICATIONS	-	-	-	-	-	-			COMMUNICATIONS
UTILITIES	-	-	-	-	-	-			SERVICES D'UTILITE
WHOLESALE TRADE	1	300	-	-	-	-			COMMERCE DE GROS
RETAIL TRADE	-	-	-	-	-	-			COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	-	-			FINANCES & ASSURANCES
EDUCATION	1	490	-	-	1	2 265			ENSEIGNEMENT
HEALTH AND WELFARE	-	-	-	-	-	-			SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-			LOISIRS
SERVICES TO BUS. MGMT.	1	400	-	-	-	-			SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-			SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	-			HEBERGEMENT/RESTAUR.
MISC. SERVICES	1	1 200	-	-	-	-			SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	-	-			ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	-	-	-	-			ADMIN. PROVINCIALE
LOCAL ADMIN.	-	-	-	-	-	-			ADMIN. LOCALE
TOTAL	6	3 540	3	5 850	3	2 865			TOTAL
PERCENT %	.4	.2	.2	.3	.2	.2			POURCENT %

TABLE 83-TABLEAU 83

GROUPING	REOPENER CLAUSE CLAUSE DE REOUPVERTURE									
	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		WAGE REOPENER CLAUDE DE REEXAMEN DES SALAIRES		WORKING CONDITIONS REOPENER CLAUDE DE REVISION DES COND. DE TRAV.		WAGES AND WORKING CONDITIONS REEXAMEN SALAIRE ET REVISION COND. DE TRAV.	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										
FORESTRY	39	18 480	38	17 155	1	1 325	-	-	-	-
FISHING	10	13 400	10	13 400	-	-	-	-	-	-
MINING	75	63 655	73	62 755	1	300	1	600	-	-
AIR TRANSPORT	27	33 240	25	30 025	1	3 000	-	-	1	215
RAILWAY TRANSPORT	23	99 665	22	99 430	1	235	-	-	-	-
WATER TRANSPORT	29	23 455	28	22 875	1	580	-	-	-	-
ROAD TRANSPORT	60	57 860	60	57 860	-	-	-	-	-	-
STORAGE	7	5 030	7	5 030	-	-	-	-	-	-
COMMUNICATIONS	43	141 301	41	139 781	2	1 520	-	-	-	-
UTILITIES	49	59 980	47	58 225	1	1 545	-	-	1	210
WHOLESALE TRADE	21	16 765	21	16 765	-	-	-	-	-	-
RETAIL TRADE	80	95 920	80	95 920	-	-	-	-	-	-
FINANCE AND INSURANCE	8	6 225	7	5 490	-	-	-	-	1	735
EDUCATION	367	406 205	347	381 670	18	23 645	-	-	2	890
HEALTH AND WELFARE	199	284 715	188	284 455	-	-	1	260	-	-
RECREATION	5	6 630	5	6 630	-	-	-	-	-	-
SERVICES TO BUS, MGMT.	17	7 490	16	6 820	1	670	-	-	-	-
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	-	-
ACCOMMODATION & FOOD	37	24 120	37	24 120	-	-	-	-	-	-
MISC. SERVICES	7	7 020	7	7 020	-	-	-	-	-	-
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	-	-	-	-
PROVINCIAL ADMIN.	63	217 175	63	217 175	-	-	-	-	-	-
LOCAL ADMIN.	137	104 430	133	103 235	2	710	1	285	1	200
TOTAL	1 346	1 886 335	1 308	1 849 410	29	33 530	3	1 145	6	2 250
PERCENT %	100.0	100.0	97.2	98.0	2.2	1.8	.2	.1	.4	.1

TABLE 84-TABEAU 84

OLDER AND/OR HANDICAPPED WORKERS TRAVAILLEURS AGES ET/OU HANDICAPES											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		TRANSFER TO MORE SUITABLE JOB MUTATION A DES POSTES PLUS APPROPRIES		TRANSFER TO MORE SUITABLE JOB IF AVAILABLE MUTATION A DES POSTES APPROP. SI DISPONIBLES		RETRAINING RECYCLAGE		
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	25	9 975	3	1 840	4	2 875	-	-	EXPLOIT. FORESTIERE
FISHING	10	13 400	10	13 400	-	-	-	-	-	-	PECHE
MINING	75	63 655	28	15 300	22	20 530	23	24 685	-	-	MINES
AIR TRANSPORT	27	33 240	17	17 890	8	12 860	2	2 490	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	14	69 435	6	26 015	2	3 635	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	24	15 380	2	4 600	3	3 475	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	32	38 885	12	9 890	13	5 280	-	-	TRANSPORTS ROUTIER
STORAGE	7	5 030	7	5 030	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	32	87 820	8	30 191	2	22 220	-	-	COMMUNICATIONS
UTILITIES	49	59 980	30	22 635	10	6 695	6	12 070	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	11	9 975	6	3 900	3	2 350	-	-	COMMERCE DE GROS
RETAIL TRADE	80	95 920	74	72 120	3	8 365	2	15 200	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	6	2 595	1	1 200	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	367	406 205	328	359 890	9	9 410	27	35 605	2	850	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	133	164 595	27	94 015	25	21 670	2	2 885	SERV. MEDICAUX/SOCIAUX
RECREATION	5	6 630	5	6 630	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS, MGMT.	17	7 490	16	6 985	1	505	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	1	1 900	1	800	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	31	21 495	6	2 625	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	5	5 145	2	1 875	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	54	185 910	3	20 300	6	10 965	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	91	67 530	18	10 060	27	26 565	-	-	ADMIN. LOCALE
TOTAL	1 346	1 886 335	1 025	1 391 394	148	265 676	145	189 085	4	3 735	TOTAL
PERCENT %	100.0	100.0	75.2	73.8	11.0	14.1	10.8	10.0	.3	.2	POURCENT %

TABLE 84 (CONT'D.) - TABLEAU 84 (SUITE)

OLDER AND/OR HANDICAPPED WORKERS TRAVAILLEURS AGES ET/OU HANDICAPES									
GROUPING	SPECIAL SENIORITY RIGHTS IN LAYOFF/RECALL		COMBINATION OF OTHER CATEGORIES		OTHER AUTRES DISPOSITIONS		AGMTS WORKERS TRAV	AGMTS WORKERS TRAV	GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV			
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	-	-	7	3 790			EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-			PECHE
MINING	-	-	2	3 140	-	-			MINES
AIR TRANSPORT	-	-	-	-	-	-			TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	1	580			TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	-	-	-	-			TRANSPORTS PAR EAU
ROAD TRANSPORT	1	300	-	-	2	3 505			TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-			ENTREPOSAGE
COMMUNICATIONS	-	-	-	-	1	1 070			COMMUNICATIONS
UTILITIES	-	-	2	18 205	1	375			SERVICES D'UTILITE
WHOLESALE TRADE	-	-	-	-	1	540			COMMERCE DE GROS
RETAIL TRADE	-	-	1	235	-	-			COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	1	2 430			FINANCES & ASSURANCES
EDUCATION	-	-	-	-	1	450			ENSEIGNEMENT
HEALTH AND WELFARE	-	-	-	-	2	1 550			SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-			LOISIRS
SERVICES TO BUS, MGMT.	-	-	-	-	-	-			SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-			SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	-			HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	-			SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	-	-			ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	-	-	-	-			ADMIN. PROVINCIALE
LOCAL ADMIN.	-	-	-	-	1	275			ADMIN. LOCALE
TOTAL	1	300	5	21 580	18	14 565			TOTAL
PERCENT %	.1	.0	.4	1.1	1.3	.8			POURCENT %

TABLE 85-TABEAU 85

BASIC MEDICARE - EMPLOYER'S CONTRIBUTION REGIME D'ASSURANCE-MALADIE DE BASE - CONTRIBUTION DE L'EMPLOYEUR										
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		100 PERCENT		75 TO 99 PERCENT		66 2/3 TO 74 PERCENT	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										
FORESTRY	39	18 480	26	11 645	1	270	-	-	-	-
FISHING	10	13 400	5	8 300	-	-	1	500	-	-
MINING	75	63 655	42	33 985	28	28 025	-	-	-	-
AIR TRANSPORT	27	33 240	11	13 845	10	10 150	2	550	-	-
RAILWAY TRANSPORT	23	99 665	12	18 670	6	77 205	-	-	-	-
WATER TRANSPORT	29	23 455	14	12 690	4	4 030	-	-	2	1 535
ROAD TRANSPORT	60	57 860	22	18 230	26	23 235	6	6 050	-	-
STORAGE	7	5 030	2	775	-	-	4	4 050	-	-
COMMUNICATIONS	43	141 301	26	85 845	6	18 725	1	10 000	-	-
UTILITIES	49	59 980	26	26 845	11	19 250	4	8 670	-	-
WHOLESALE TRADE	21	16 765	3	6 900	16	6 765	-	-	-	-
RETAIL TRADE	80	95 920	33	33 050	33	51 620	1	700	1	1 400
FINANCE AND INSURANCE	8	6 225	6	3 565	1	2 430	-	-	-	-
EDUCATION	367	406 205	77	148 135	70	59 640	124	99 005	9	6 320
HEALTH AND WELFARE	189	284 715	54	169 615	106	75 945	1	395	-	-
RECREATION	5	6 630	4	6 380	-	-	-	-	-	-
SERVICES TO BUS. MGMT.	17	7 490	5	2 295	2	700	-	-	-	-
PERSONAL SERVICES	2	2 700	1	800	-	-	-	-	-	-
ACCOMMODATION & FOOD	37	24 120	12	4 940	18	8 440	1	500	1	295
MISC. SERVICES	7	7 020	3	4 205	2	975	-	-	-	-
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	-	-	-	-
PROVINCIAL ADMIN.	63	217 175	29	102 595	22	86 205	-	-	-	-
LOCAL ADMIN.	137	104 430	55	48 695	60	40 535	1	240	-	-
TOTAL	1 346	1 886 335	519	952 879	422	514 145	146	130 660	13	9 550
PERCENT %	100.0	100.0	38.6	50.6	31.4	27.3	10.8	6.9	1.0	.5
									TOTAL	POURCENT %

TABLE 85 (CONT'D.) - TABLEAU 85 (SUITE)

BASIC MEDICARE - EMPLOYER'S CONTRIBUTION REGIME D'ASSURANCE-MALADIE DE BASE - CONTRIBUTION DE L'EMPLOYEUR									
GROUPING	MORE THAN 50 LESS THAN 66 2/3 PERCENT		50 PERCENT OR LESS		FLAT AMOUNT		PERCENTAGE OF EMPLOYEE PAYROLL		OTHER: INCLUDES NO DETAILS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	MONTANT FIXE	AGMTS CONV	WORKERS TRAV	POURCENTAGE DU SALAIRE	AGMTS CONV
NON-MANUFACTURING									
FORESTRY	-	-	1	225	11	6 340	-	-	-
FISHING	-	-	4	4 600	-	-	-	-	-
MINING	-	-	-	-	2	890	-	-	3
AIR TRANSPORT	-	-	2	480	1	7 990	-	-	1
RAILWAY TRANSPORT	-	-	-	-	5	3 790	-	-	225
WATER TRANSPORT	1	200	1	220	7	4 780	-	-	-
ROAD TRANSPORT	1	505	2	5 740	1	750	-	-	2
STORAGE	-	-	-	-	1	205	-	-	-
COMMUNICATIONS	-	-	4	8 540	-	-	-	-	18 191
UTILITIES	-	-	3	2 035	-	-	-	-	3 180
WHOLESALE TRADE	-	-	1	1 800	1	1 300	-	-	-
RETAIL TRADE	1	600	5	4 520	-	-	1	480	3 550
FINANCE AND INSURANCE	-	-	-	-	-	-	-	-	1
EDUCATION	24	14 260	40	32 300	8	26 380	-	-	13
HEALTH AND WELFARE	-	-	20	29 330	3	1 660	-	-	5
RECREATION	-	-	1	250	-	-	-	-	-
SERVICES TO BUS. MGMT.	-	-	2	540	6	2 645	-	-	2
PERSONAL SERVICES	-	-	-	-	1	1 900	-	-	-
ACCOMMODATION & FOOD	-	-	1	370	3	9 205	-	-	1
MISC. SERVICES	-	-	1	640	1	1 200	-	-	-
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMIN.	-	-	8	23 555	1	2 600	-	-	3
LOCAL ADMIN.	-	-	20	14 525	-	-	-	-	1
TOTAL	27	15 565	116	129 670	52	71 635	3	905	48
PERCENT %	2.0	.8	8.6	6.9	3.9	3.8	.2	.0	3.5
									61 326
									3.2
									POURCENT %

TABLE 86-TABEAU 86

EXTENDED HEALTH BENEFITS - EMPLOYER'S CONTRIBUTION REGIME D'ASSURANCE-MALADIE COMPLEMENTAIRE - CONTRIBUTION DE L'EMPLOYEUR										
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		100 PERCENT 100 POURCENT		75 TO 99 PERCENT 75 A 99 POURCENT		66 2/3 TO 74 PERCENT 66 2/3 A 74 POURCENT	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										
FORESTRY	39	18 480	14	5 600	5	2 255	-	-	-	-
FISHING	10	13 400	3	4 400	-	-	3	5 600	-	-
MINING	75	63 655	12	6 095	41	38 050	11	7 210	-	-
AIR TRANSPORT	27	33 240	9	7 660	10	19 900	1	250	-	-
RAILWAY TRANSPORT	23	99 665	3	8 940	9	6 570	-	-	-	-
WATER TRANSPORT	29	23 455	5	4 680	7	5 080	-	-	1	985
ROAD TRANSPORT	60	57 860	12	7 065	19	22 065	7	6 330	-	-
STORAGE	7	5 030	2	775	-	-	4	4 050	-	-
COMMUNICATIONS	43	141 301	13	32 120	8	7 585	1	10 000	-	-
UTILITIES	49	59 980	14	10 270	13	19 685	4	8 670	-	-
WHOLESALE TRADE	21	16 765	3	6 400	16	7 265	-	-	-	-
RETAIL TRADE	80	95 920	18	10 730	38	60 880	-	-	1	1 400
FINANCE AND INSURANCE	8	6 225	3	2 145	2	2 665	-	-	-	-
EDUCATION	367	406 205	57	63 145	101	92 660	115	88 475	9	5 700
HEALTH AND WELFARE	189	284 715	39	41 335	23	50 645	47	20 395	5	3 035
RECREATION	5	6 630	4	6 380	-	-	-	-	-	-
SERVICES TO BUS.MGMT.	17	7 490	4	2 065	2	700	-	-	-	-
PERSONAL SERVICES	2	2 700	-	-	-	-	-	-	-	-
ACCOMMODATION & FOOD	37	24 120	6	1 470	13	6 025	1	500	2	620
MISC. SERVICES	7	7 020	1	205	1	675	1	1 000	-	-
FEDERAL ADMIN.	51	190 874	42	89 569	-	-	-	-	-	-
PROVINCIAL ADMIN.	63	217 175	11	24 675	21	84 705	2	2 500	-	-
LOCAL ADMIN.	137	104 430	26	18 750	60	40 185	2	760	1	500
TOTAL	1 346	1 886 335	301	354 474	389	467 595	199	155 740	19	12 240
PERCENT %	100.0	100.0	22.3	18.8	28.9	24.8	14.8	8.3	1.4	.6

TABLE 86 (CONT'D.) - TABLEAU 86 (SUITE)

REGIME D'ASSURANCE-MALADIE COMPLEMENTAIRE - CONTRIBUTION DE L'EMPLOYEUR EXTENDED HEALTH BENEFITS - EMPLOYER'S CONTRIBUTION									
GROUPING	MORE THAN 50 LESS THAN 66 2/3 PERCENT		50 PERCENT OR LESS		FLAT AMOUNT		PERCENTAGE OF EMPLOYEE PAYROLL		OTHER: INCLUDES NO DETAILS AUTRES: COMPREND AUCUN DETAIL
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	4	1 830	14	8 100	-	-	695
FISHING	-	-	3	2 400	1	1 000	-	-	-
MINING	-	-	3	3 895	-	-	-	-	8 405
AIR TRANSPORT	1	460	3	3 445	-	-	-	-	1 525
RAILWAY TRANSPORT	-	-	-	-	9	83 680	-	-	475
WATER TRANSPORT	-	-	2	620	13	11 610	-	-	480
ROAD TRANSPORT	1	505	3	6 150	15	13 910	-	-	1 835
STORAGE	-	-	-	-	1	205	-	-	-
COMMUNICATIONS	-	-	8	9 950	-	-	-	-	81 646
UTILITIES	-	-	9	15 685	2	1 500	-	-	4 170
WHOLESALE TRADE	-	-	1	1 800	1	1 300	-	-	-
RETAIL TRADE	1	600	8	6 655	6	12 135	1	480	3 040
FINANCE AND INSURANCE	-	-	1	255	-	-	-	-	2
EDUCATION	16	9 070	37	32 865	15	102 810	2	425	11 055
HEALTH AND WELFARE	3	820	52	50 735	16	110 700	-	-	7 050
RECREATION	-	-	1	250	-	-	-	-	-
SERVICES TO BUS. MGMT.	-	-	1	300	7	2 875	-	-	1 550
PERSONAL SERVICES	-	-	-	-	2	2 700	-	-	-
ACCOMMODATION & FOOD	1	1 300	4	1 410	7	11 945	1	250	600
MISC. SERVICES	-	-	3	3 940	1	1 200	-	-	-
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	101 305
PROVINCIAL ADMIN.	-	-	20	45 105	3	48 410	-	-	11 780
LOCAL ADMIN.	-	-	34	20 615	6	17 735	-	-	5 885
TOTAL	23	12 755	197	207 905	119	431 815	4	1 155	242 656
PERCENT %	1.7	.7	14.7	11.0	8.8	22.9	.3	.1	12.9
									POURCENT %

TABLE 87-TABLEAU 87

DENTAL PLAN - EMPLOYER'S CONTRIBUTION REGIME DE SOINS DENTAIRES - CONTRIBUTIONS DE L'EMPLOYEUR										
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		100 PERCENT 100 POURCENT		75 TO 99 PERCENT 75 A 99 POURCENT		66 2/3 TO 74 PERCENT 66 2/3 A 74 POURCENT	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										NON-MANUFACTURIER
FORESTRY	39	18 480	24	10 980	10	5 600	1	270	-	-
FISHING	10	13 400	6	7 100	-	-	3	5 600	-	-
MINING	75	63 655	23	18 140	28	28 945	6	2 770	-	-
AIR TRANSPORT	27	33 240	12	10 170	8	20 490	1	250	-	-
RAILWAY TRANSPORT	23	99 665	8	2 995	1	565	-	-	1	20 000
WATER TRANSPORT	29	23 455	21	16 460	7	6 395	-	-	-	-
ROAD TRANSPORT	60	57 860	38	30 905	11	12 865	8	8 390	-	-
STORAGE	7	5 030	3	980	-	-	4	4 050	-	-
COMMUNICATIONS	43	141 301	39	127 601	1	10 000	-	-	-	-
UTILITIES	49	59 980	24	25 120	13	21 110	5	8 870	1	345
WHOLESALE TRADE	21	16 765	8	10 700	11	5 250	-	-	-	-
RETAIL TRADE	80	95 920	31	25 495	11	10 780	1	1 400	-	-
FINANCE AND INSURANCE	8	6 225	5	2 825	3	3 400	-	-	-	-
EDUCATION	367	406 205	155	240 425	39	45 325	83	63 625	12	9 795
HEALTH AND WELFARE	189	284 715	88	188 050	10	43 755	3	2 280	-	-
RECREATION	5	6 630	4	6 380	-	-	-	-	-	-
SERVICES TO BUS.MGMT.	17	7 490	13	5 715	3	1 275	-	-	-	-
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	-	-
ACCOMMODATION & FOOD	37	24 120	24	9 915	3	1 580	-	-	3	825
MISC. SERVICES	7	7 020	4	4 705	2	1 675	-	-	-	-
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	-	-	-	-
PROVINCIAL ADMIN.	63	217 175	23	88 395	31	98 020	-	-	-	-
LOCAL ADMIN.	137	104 430	45	38 315	47	36 490	14	6 515	3	2 535
TOTAL	1 346	1 886 335	651	1 064 945	239	353 520	129	104 020	20	33 500
PERCENT %	100.0	100.0	48.4	56.5	17.8	18.7	9.6	5.5	1.5	1.8
										POURCENT %

TABLE 87 (CONT'D.) - TABLEAU 87 (SUITE)

DENTAL PLAN - EMPLOYER'S CONTRIBUTION RÉGIME DE SOINS DENTAIRES - CONTRIBUTIONS DE L'EMPLOYEUR									
GROUPING	MORE THAN 50 LESS THAN 66 2/3 PERCENT		50 PERCENT OR LESS		FLAT AMOUNT		PERCENTAGE OF EMPLOYEE PAYROLL		OTHER: INCLUDES NO DETAILS AUTRES: COMPREND AUCUN DETAIL
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	1	240	2	810	-	-	1 580
FISHING	-	-	-	-	1	700	-	-	-
MINING	4	3 225	3	770	2	890	1	435	8 480
AIR TRANSPORT	-	-	4	1 795	-	-	-	-	535
RAILWAY TRANSPORT	-	-	-	-	7	6 405	-	-	69 700
WATER TRANSPORT	-	-	1	600	-	-	-	-	-
ROAD TRANSPORT	-	-	-	-	2	5 400	-	-	300
STORAGE	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	1	1 390	1	1 580	-	-	-	-	730
UTILITIES	-	-	1	255	1	1 000	-	-	3 280
WHOLESALE TRADE	-	-	-	-	-	-	-	-	815
RETAIL TRADE	1	600	1	3 500	27	40 880	6	11 665	1 600
FINANCE AND INSURANCE	-	-	-	-	-	-	-	-	-
EDUCATION	21	10 110	44	23 670	8	9 140	2	2 795	1 320
HEALTH AND WELFARE	1	550	82	44 065	1	3 150	-	-	2 865
RECREATION	-	-	1	250	-	-	-	-	-
SERVICES TO BUS. MGMT.	-	-	-	-	1	500	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-
ACCOMMODATION & FOOD	2	1 800	-	-	2	9 000	1	400	600
MISC. SERVICES	-	-	1	640	-	-	-	-	-
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMIN.	6	25 260	1	3 000	-	-	-	-	2 500
LOCAL ADMIN.	1	1 100	23	15 890	2	985	-	-	2 600
TOTAL	37	44 035	164	96 255	56	78 860	10	15 295	95 905
PERCENT %	2.7	2.3	12.2	5.1	4.2	4.2	.7	.8	5.1
									POURCENT %

TABLE 88-TABLEAU 88

DUREE DE LA PERIODE DE VERSEMENT DES INDEMNITES HEBDOMADAIRES DURATION OF SICKNESS WEEKLY INDEMNITY										
	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		14 WEEKS OR LESS 14 SEMAINES OU MOINS		15 WEEKS 15 SEMAINES		16 TO 25 WEEKS 16 A 25 SEMAINES	
GROUPING	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										NON-MANUFACTURIER
FORESTRY	39	18 480	11	3 900	-	-	3	1 165	1	600
FISHING	10	13 400	-	-	-	-	-	-	-	-
MINING	75	63 655	7	3 185	-	-	1	885	1	290
AIR TRANSPORT	27	33 240	7	18 035	-	-	-	-	2	440
RAILWAY TRANSPORT	23	99 665	-	-	-	-	-	-	-	-
WATER TRANSPORT	29	23 455	8	5 555	-	-	1	600	-	-
ROAD TRANSPORT	60	57 860	13	12 895	1	390	4	3 000	1	505
STORAGE	7	5 030	1	360	-	-	3	2 365	-	-
COMMUNICATIONS	43	141 301	16	81 470	-	-	-	-	6	7 436
UTILITIES	49	59 980	25	29 490	1	1 000	2	1 660	1	375
WHOLESALE TRADE	21	16 765	2	6 100	1	300	2	1 000	-	-
RETAIL TRADE	80	95 920	28	18 865	1	1 840	-	-	4	2 830
FINANCE AND INSURANCE	8	6 225	5	3 840	-	-	-	-	-	-
EDUCATION	367	406 205	273	218 205	1	220	6	3 005	4	3 800
HEALTH AND WELFARE	189	284 715	147	147 975	-	-	5	3 840	2	640
RECREATION	5	6 630	4	1 630	-	-	-	-	-	-
SERVICES TO BUS. MGMT.	17	7 490	8	3 965	1	300	-	-	1	240
PERSONAL SERVICES	2	2 700	-	-	-	-	-	-	-	-
ACCOMMODATION & FOOD	37	24 120	15	5 025	-	-	5	3 305	-	-
MISC. SERVICES	7	7 020	2	505	1	3 000	-	-	-	-
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	-	-	-	-
PROVINCIAL ADMIN.	63	217 175	36	78 135	1	1 100	2	2 100	13	62 800
LOCAL ADMIN.	137	104 430	97	69 320	3	1 170	3	1 150	3	3 885
TOTAL	1 346	1 886 335	756	899 329	11	9 320	37	24 075	39	83 841
PERCENT %	100.0	100.0	56.2	47.7	.8	.5	2.7	1.3	2.9	4.4
										POURCENT %

TABLE 88 (CONT'D.)--TABLEAU 88 (SUITE)

DUREE DE LA PERIODE DE VERSEMENT DES INDEMNITES HEBDOMADAIRES DURATION OF SICKNESS WEEKLY INDEMNITY									
GROUPING	26 WEEKS 26 SEMAINES		27 TO 51 WEEKS 27 A 51 SEMAINES		52 WEEKS 52 SEMAINES		MORE THAN 52 WEEKS PLUS DE 52 SEMAINES		OTHER: INCLUDES NO DETAILS AUTRES: COMPREND AUCUN DETAIL
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	6	3 245	2	1 370	14	6 525	-	2	1 675
FISHING	1	1 500	2	900	-	-	-	7	11 000
MINING	16	6 850	12	13 450	29	31 910	1	8	6 785
AIR TRANSPORT	-	-	2	470	1	250	-	15	14 045
RAILWAY TRANSPORT	18	97 825	2	800	-	-	1	2	475
WATER TRANSPORT	1	580	1	2 600	3	1 735	-	15	12 385
ROAD TRANSPORT	8	4 475	2	8 595	8	7 915	-	23	20 085
STORAGE	-	-	-	-	1	1 500	1	1	205
COMMUNICATIONS	3	1 495	-	-	5	15 150	-	13	35 750
UTILITIES	2	825	-	-	2	1 245	2	14	23 565
WHOLESALE TRADE	7	3 100	1	200	2	675	-	6	5 390
RETAIL TRADE	12	18 005	11	18 585	2	1 610	1	21	33 435
FINANCE AND INSURANCE	-	-	-	-	-	-	-	-	-
EDUCATION	4	2 180	1	750	15	99 060	10	2	2 130
HEALTH AND WELFARE	-	-	-	-	1	1 805	20	53	56 820
RECREATION	-	-	-	-	-	-	1	14	7 260
SERVICES TO BUS.MGMT.	4	1 855	1	230	-	-	1	-	-
PERSONAL SERVICES	-	-	-	-	1	800	-	2	900
ACCOMMODATION & FOOD	-	-	2	700	-	-	-	1	1 900
MISC. SERVICES	1	640	-	-	1	1 000	-	15	15 090
FEDERAL ADMIN.	-	-	-	-	-	-	-	2	1 875
PROVINCIAL ADMIN.	2	5 000	-	-	-	-	-	-	-
LOCAL ADMIN.	9	4 770	-	-	4	51 010	-	5	17 030
					5	1 870	3	14	20 340
TOTAL	94	152 345	39	48 650	94	224 060	41	235	288 140
PERCENT %	7.0	8.1	2.9	2.6	7.0	11.9	3.0	17.5	15.3
									POURCENT %

TABLE 89-TABLEAU 89

[illegible]

TABLE 89 (CONT'D.) - TABLEAU 89 (SUITE)

AMOUNT OF SICKNESS WEEKLY INDEMNITY MONTANT DE L'INDEMNITE HEBDOMADAIRE									
GROUPING	176 DOLLARS OR MORE PER WEEK		74 PERCENT OR LESS PER WEEK		75 PERCENT OR MORE PER WEEK		OTHER: INCLUDES NO DETAILS		GROUP
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	12	6 850	9	3 665	-	-	2	1 675	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-	7	11 000	PECHE
MINING	27	27 655	7	5 800	2	960	3	1 000	MINES
AIR TRANSPORT	-	-	1	215	3	680	16	14 310	TRANSPORTS AERIENS
RAILWAY TRANSPORT	11	73 260	7	24 875	-	-	2	475	TRANSP. FERROVIAIRES
WATER TRANSPORT	4	2 215	1	600	1	580	16	14 860	TRANSPORTS PAR EAU
ROAD TRANSPORT	8	5 045	5	3 070	3	2 705	21	22 745	TRANSPORTS ROUTIER
STORAGE	2	2 100	3	2 365	-	-	1	205	ENTREPOSAGE
COMMUNICATIONS	3	10 945	6	7 046	5	5 450	13	36 390	COMMUNICATIONS
UTILITIES	1	220	4	9 445	7	4 815	12	16 010	SERVICES D'UTILITE
WHOLESALE TRADE	3	1 700	5	1 645	5	2 305	3	2 215	COMMERCE DE GROS
RETAIL TRADE	1	210	7	7 000	23	45 525	19	20 070	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	1	1 200	-	-	1	930	FINANCES & ASSURANCES
EDUCATION	1	255	8	7 620	31	124 175	49	53 500	ENSEIGNEMENT
HEALTH AND WELFARE	-	-	5	4 295	22	123 445	12	5 930	SERV. MEDICAUX/SOCIAUX
RECREATION	1	5 000	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	-	-	1	240	4	1 610	3	1 375	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	1	800	-	-	1	1 900	SERVICES PERSONNELS
ACCOMMODATION & FOOD	1	1 300	6	3 085	-	-	13	8 985	HEBERGEMENT/RESTAUR.
MISC. SERVICES	1	1 000	-	-	1	640	2	1 875	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	5	52 060	11	50 940	8	22 240	ADMIN. PROVINCIALE
LOCAL ADMIN.	1	500	9	5 550	12	7 110	17	21 390	ADMIN. LOCALE
TOTAL	77	138 255	91	140 576	130	370 940	221	259 080	TOTAL
PERCENT %	5.7	7.3	6.8	7.5	9.7	19.7	16.4	13.7	POURCENT %

TABLE 90--TABLEAU 90

DAYS OF PAID SICK LEAVE (PER YEAR) JOURS DE MALADIE PAYES (PAR ANNEE)											
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		LESS THAN 10 DAYS MOINS DE 10 JOURS		10 DAYS 10 JOURS		11 TO 14 DAYS 11 A 14 JOURS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING											NON-MANUFACTURIER
FORESTRY	39	18 480	39	18 480	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	10	13 400	10	13 400	-	-	-	-	-	-	PECHE
MINING	75	63 655	69	61 220	4	1 845	-	-	1	300	MINES
AIR TRANSPORT	27	33 240	-	-	2	465	-	-	13	12 405	TRANSPORTS AERIENS
RAILWAY TRANSPORT	23	99 665	22	99 340	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	29	23 455	21	14 485	1	550	-	-	1	220	TRANSPORTS PAR EAU
ROAD TRANSPORT	60	57 860	37	36 335	12	9 080	-	-	1	255	TRANSPORTS ROUTIER
STORAGE	7	5 030	4	2 665	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	43	141 301	9	18 610	5	3 105	-	-	1	3 400	COMMUNICATIONS
UTILITIES	49	59 980	15	7 760	2	4 125	5	13 670	4	2 540	SERVICES D'UTILITE
WHOLESALE TRADE	21	16 765	11	10 255	7	3 870	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	80	95 920	21	24 355	29	42 780	4	1 880	8	5 405	COMMERCE DE DETAIL
FINANCE AND INSURANCE	8	6 225	2	1 140	1	255	-	-	2	1 430	FINANCES & ASSURANCES
EDUCATION	367	406 205	51	27 625	25	123 140	6	7 965	4	1 735	ENSEIGNEMENT
HEALTH AND WELFARE	189	284 715	16	7 625	1	7 000	11	44 445	22	81 265	SERV.MEDICAUX/SOCIAUX
RECREATION	5	6 630	3	5 965	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS.MGMT.	17	7 490	4	1 440	2	735	1	500	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	2	2 700	1	1 900	1	800	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	37	24 120	14	15 105	16	6 200	1	400	2	625	HEBERGEMENT/RESTAUR.
MISC. SERVICES	7	7 020	2	2 200	1	3 000	-	-	2	845	SERVICES DIVERS
FEDERAL ADMIN.	51	190 874	-	-	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	63	217 175	1	1 150	1	3 850	10	37 580	2	10 600	ADMIN. PROVINCIALE
LOCAL ADMIN.	137	104 430	19	14 340	3	2 540	2	3 900	4	1 415	ADMIN. LOCALE
TOTAL	1 346	1 886 335	371	385 395	113	213 340	40	110 340	67	122 440	TOTAL
PERCENT %	100.0	100.0	27.6	20.4	8.4	11.3	3.0	5.8	5.0	6.4	POURCENT %

TABLE 90 (CONT'D.)-TABLEAU 90 (SUITE)

DAYS OF PAID SICK LEAVE (PER YEAR) JOURS DE MALADIE PAYES (PAR ANNEE)									
GROUPING	15 DAYS 15 JOURS		16 TO 19 DAYS 16 A 19 JOURS		20 DAYS 20 JOURS		21 OR MORE DAYS 21 JOURS OU PLUS		OTHER: INCLUDES NO DETAILS AUTRES: COMPREND AUCUN DETAIL
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-	-	-	PECHE
MINING	-	-	-	-	-	-	-	1	MINES
AIR TRANSPORT	4	5 805	-	-	-	-	-	8	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	-	-	-	1	TRANSP. FERROVIAIRES
WATER TRANSPORT	5	5 600	-	-	-	-	-	1	TRANSPORTS PAR EAU
ROAD TRANSPORT	4	6 540	3	680	-	-	-	3	TRANSPORTS ROUTIER
STORAGE	3	2 365	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	12	62 421	1	210	-	-	3	3 290	COMMUNICATIONS
UTILITIES	3	2 645	8	2 310	-	-	3	20 355	SERVICES D'UTILITE
WHOLESALE TRADE	2	2 340	-	-	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	6	5 775	-	-	-	-	6	7 050	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	1	735	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	13	21 165	27	15 625	146	121 850	41	21 925	ENSEIGNEMENT
HEALTH AND WELFARE	29	34 625	85	90 110	-	-	9	10 470	SERV. MEDICAUX/SOCIAUX
RECREATION	1	415	-	-	1	250	-	-	LOISIRS
SERVICES TO BUS. MGMT.	7	3 800	-	-	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	1	370	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	1	300	-	-	-	-	-	1	SERVICES DIVERS
FEDERAL ADMIN.	49	190 374	2	500	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	22	108 450	4	4 415	-	-	14	23 635	ADMIN. PROVINCIALE
LOCAL ADMIN.	21	30 665	62	37 130	9	3 815	4	1 135	ADMIN. LOCALE
TOTAL	183	483 655	193	151 715	156	125 915	80	87 860	TOTAL
PERCENT %	13.6	25.7	14.3	8.0	11.6	6.7	5.9	4.7	POURCENT %

TABLE 91-TABLEAU 91

ACCUMULATION OF UNUSED DAYS OF SICK LEAVE ACCUMULATION DES JOURS DECONGE-MALADIE INUTILISES									
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		LESS THAN 100 DAYS MOINS DE 100 JOURS		100 TO 149 DAYS 100 A 149 JOURS		150 TO 199 DAYS 150 A 199 JOURS
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									GROUPE
FORESTRY	39	18 480	39	18 480	-	-	-	-	NON-MANUFACTURIER
FISHING	10	13 400	10	13 400	-	-	-	-	EXPLOIT. FORESTIERE
MINING	75	63 655	70	61 515	2	1 185	-	-	PECHE
AIR TRANSPORT	27	33 240	1	225	8	5 940	3	4 225	MINES
RAILWAY TRANSPORT	23	99 665	23	99 665	-	-	-	-	TRANSPORTS AERIENS
WATER TRANSPORT	29	23 455	22	14 705	1	550	-	-	TRANSP. FERROVIAIRES
ROAD TRANSPORT	60	57 860	41	37 870	8	7 655	1	3 070	TRANSPORTS PAR EAU
STORAGE	7	5 030	4	2 665	-	-	-	-	TRANSPORTS ROUTIER
COMMUNICATIONS	43	141 301	18	58 195	1	550	-	-	ENTREPOSAGE
UTILITIES	49	59 980	16	7 975	3	2 280	4	5 395	COMMUNICATIONS
WHOLESALE TRADE	21	16 765	13	10 895	6	5 030	-	-	SERVICES D'UTILITE
RETAIL TRADE	80	95 920	40	53 075	21	22 935	-	-	COMMERCE DE GROS
FINANCE AND INSURANCE	8	6 225	4	2 595	1	235	-	-	COMMERCE DE DETAIL
EDUCATION	367	406 205	80	80 480	23	83 980	12	8 790	FINANCES & ASSURANCES
HEALTH AND WELFARE	189	284 715	22	39 635	13	9 935	44	38 975	ENSEIGNEMENT
RECREATION	5	6 630	3	5 965	-	-	1	250	SERV. MEDICAUX/SOCIAUX
SERVICES TO BUS.MGMT.	17	7 490	4	1 440	2	730	-	-	LOISIRS
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	SERV. AUX ENTREPRISES
ACCOMMODATION & FOOD	37	24 120	33	23 035	1	370	-	-	SERVICES PERSONNELS
MISC. SERVICES	7	7 020	3	2 840	3	3 505	-	-	HEBERGEMENT/RESTAUR.
FEDERAL ADMIN.	51	190 874	-	-	-	-	-	-	SERVICES DIVERS
PROVINCIAL ADMIN.	63	217 175	3	4 635	1	200	-	-	ADMIN. FEDERALE
LOCAL ADMIN.	137	104 430	25	16 450	3	1 785	10	3 505	ADMIN. PROVINCIALE
TOTAL	1 346	1 886 335	476	558 440	97	146 865	75	64 210	TOTAL
PERCENT %	100.0	100.0	35.4	29.6	7.2	7.8	5.6	3.4	PERCENT %
									5.4
									5.4
									101 775
									73
									101 775
									5.4
									5.4

TABLE 91 (CONT'D.)-TABLEAU 91 (SUITE)

ACCUMULATION OF UNUSED DAYS OF SICK LEAVE ACCUMULATION DES JOURS DECONGE-MALADIE INUTILISES									
GROUPING	200 DAYS 200 JOURS		MORE THAN 200 DAYS PLUS DE 200 JOURS		INDEFINITE		OTHER: INCLUDES NO DETAILS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-	-	-	PECHE
MINING	-	-	-	-	1	325	2	630	MINES
AIR TRANSPORT	-	-	2	2 555	5	5 680	7	14 340	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	1	400	-	-	4	5 200	1	2 600	TRANSPORTS PAR EAU
ROAD TRANSPORT	1	250	3	6 150	3	740	2	1 900	TRANSPORTS ROUTIER
STORAGE	-	-	3	2 365	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	-	-	1	1 580	10	61 651	9	15 685	COMMUNICATIONS
UTILITIES	-	-	8	15 205	7	3 785	10	23 795	SERVICES D'UTILITE
WHOLESALE TRADE	-	-	-	-	1	540	1	300	COMMERCE DE GROS
RETAIL TRADE	-	-	2	4 010	6	4 440	11	11 460	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	-	-	3	3 395	FINANCES & ASSURANCES
EDUCATION	33	20 745	103	57 625	39	47 240	47	55 725	ENSEIGNEMENT
HEALTH AND WELFARE	1	500	20	26 745	36	106 305	27	21 510	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-	1	415	LOISIRS
SERVICES TO BUS.MGMT.	-	-	-	-	7	3 645	4	1 675	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	-	3	715	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	-	1	675	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	50	189 224	1	1 650	ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	24	47 150	18	111 245	17	53 945	ADMIN. PROVINCIALE
LOCAL ADMIN.	4	2 250	20	22 495	53	45 465	12	9 120	ADMIN. LOCALE
TOTAL	40	24 145	186	185 880	240	585 485	159	219 535	TOTAL
PERCENT %	3.0	1.3	13.8	9.9	17.8	31.0	11.8	11.6	POURCENT %

TABLE 92-TABLEAU 92

[illegible]

TABLE 92 (CONT'D.)-TABLEAU 92 (SUITE)

REIMBURSEMENT OF UNUSED SICK LEAVE ON TERMINATION OF EMPLOYMENT REMBOURSEMENT DES CONGES DE MALADIE NON UTILISES AU MOMENT DE LA CESSATION D'EMPLOI									
GROUPING	MAX. DAYS PAID VARIES WITH SENIORITY		MAX. DAYS VARIES WITH CATEGORY OF EMPLOYEE		NOT SPECIFIED OR UNABLE TO DETERMINE		OTHER DISPOSITIONS		GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-	-	-	PECHE
MINING	-	-	-	-	1	300	-	-	MINES
AIR TRANSPORT	1	265	-	-	1	435	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	-	-	-	-	1	250	-	-	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	-	-	-	-	1	900	-	-	COMMUNICATIONS
UTILITIES	6	2 595	-	-	-	-	1	1 300	SERVICES D'UTILITE
WHOLESALE TRADE	1	705	-	-	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	1	3 500	-	-	2	630	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	1	235	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	8	4 960	-	-	3	990	1	4 300	ENSEIGNEMENT
HEALTH AND WELFARE	22	11 890	2	450	-	-	1	425	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	-	-	-	-	1	315	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	-	-	-	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	13	18 725	-	-	3	1 005	-	-	ADMIN. LOCALE
TOTAL	53	42 875	2	450	13	4 825	3	6 025	TOTAL
PERCENT %	3.9	2.3	.1	.0	1.0	.3	.2	.3	POURCENT %

TABLE 93-TABEAU 93

REIMBURSEMENT OF UNUSED SICK LEAVE ON RETIREMENT REBOURSEMENT DES CONGES DE MALADIE NON UTILISES AU MOMENT DE LA RETRAITE										
GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		UNUSED LEAVE NOT PAID CONGES NON UTILISES NON REMBOURSES		ALL UNUSED LEAVE IS PAID TOUS LES CONGES NON UTILISES SONT REMBOURSES		PORTION OF LEAVE IS PAID UNE PARTIE DES CONGES EST REMBOURSES	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										
FORESTRY	39	18 480	39	18 480	-	-	-	-	-	-
FISHING	10	13 400	10	13 400	-	-	-	-	-	-
MINING	75	63 655	75	63 655	-	-	-	-	-	-
AIR TRANSPORT	27	33 240	25	32 540	-	-	-	-	-	-
RAILWAY TRANSPORT	23	99 665	23	99 665	-	-	-	-	-	-
WATER TRANSPORT	29	23 455	25	18 875	-	-	1	400	3	4 180
ROAD TRANSPORT	60	57 860	53	50 610	1	410	4	6 200	1	390
STORAGE	7	5 030	7	5 030	-	-	-	-	-	-
COMMUNICATIONS	43	141 301	39	117 121	2	23 550	-	-	2	630
UTILITIES	49	59 980	40	55 075	-	-	-	-	4	1 820
WHOLESALE TRADE	21	16 765	18	14 935	-	-	2	1 125	-	-
RETAIL TRADE	80	95 920	66	77 785	-	-	7	9 850	5	7 655
FINANCE AND INSURANCE	8	6 225	7	5 025	-	-	-	-	1	1 200
EDUCATION	367	406 205	202	303 235	6	2 205	10	5 105	113	60 985
HEALTH AND WELFARE	189	284 715	125	143 775	2	800	5	1 845	39	123 340
RECREATION	5	6 630	5	6 630	-	-	-	-	-	-
SERVICES TO BUS.MGMT.	17	7 490	16	7 175	-	-	-	-	-	-
PERSONAL SERVICES	2	2 700	1	1 900	-	-	-	-	-	-
ACCOMMODATION & FOOD	37	24 120	37	24 120	-	-	-	-	-	-
MISC. SERVICES	7	7 020	5	6 140	1	205	-	-	1	675
FEDERAL ADMIN.	51	190 874	51	190 874	-	-	-	-	-	-
PROVINCIAL ADMIN.	63	217 175	47	129 200	1	4 700	-	-	15	83 275
LOCAL ADMIN.	137	104 430	61	30 835	2	2 050	14	25 865	45	26 690
TOTAL	1 346	1 886 335	977	1 416 080	15	33 920	43	50 390	229	310 840
PERCENT %	100.0	100.0	72.6	75.1	1.1	1.8	3.2	2.7	17.0	16.5

TABLE 93 (CONT'D.) - TABLEAU 93 (SUITE)

REIMBURSEMENT OF UNUSED SICK LEAVE ON RETIREMENT REMBOURSEMENT DES CONGES DE MALADIE NON UTILISES AU MOMENT DE LA RETRAITE									
GROUPING	MAX. DAYS PAID VARIES WITH SENIORITY		MAX. DAYS VARIES WITH CATEGORY OF EMPLOYEE		NOT SPECIFIED OR UNABLE TO DETERMINE		OTHER AUTRES DISPOSITIONS		GROUPE
	MAX. DAYS PAID VARIES WITH SENIORITY	MAX. DAYS VARIES WITH CATEGORY OF EMPLOYEE	NOT SPECIFIED OR UNABLE TO DETERMINE	OTHER AUTRES DISPOSITIONS					
GROUPING	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	GROUPE
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	-	-	-	-	-	-	PECHE
MINING	-	-	-	-	-	-	-	-	MINES
AIR TRANSPORT	1	265	-	-	1	435	-	-	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	-	-	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	-	-	-	-	1	250	-	-	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	-	-	-	-	-	-	-	-	COMMUNICATIONS
UTILITIES	4	1 785	-	-	-	-	1	1 300	SERVICES D'UTILITE
WHOLESALE TRADE	1	705	-	-	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	-	-	-	-	2	630	-	-	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	-	-	-	-	-	-	FINANCES & ASSURANCES
EDUCATION	33	33 660	-	-	3	1 015	-	-	ENSEIGNEMENT
HEALTH AND WELFARE	15	9 985	1	250	1	390	1	4 350	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	-	-	-	-	-	-	LOISIRS
SERVICES TO BUS. MGMT.	-	-	-	-	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	1	315	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	800	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	-	-	-	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	12	17 985	-	-	3	1 005	-	-	ADMIN. LOCALE
TOTAL	66	64 385	1	250	13	4 840	2	5 650	TOTAL
PERCENT %	4.9	3.4	.1	.0	1.0	.3	.1	.3	POURCENT %

TABLE 94-TABLEAU 94

LONG TERM DISABILITY + EMPLOYER'S CONTRIBUTION
INVALIDITE A LONG TERME - CONTRIBUTION DE L'EMPLOYEUR

GROUPING	ALL AGREEMENTS TOUTES LES CONVENTIONS		NO PROVISION AUCUNE DISPOSITION		100 PERCENT 100 POURCENT		75 TO 99 PERCENT 77 A 99 POURCENT		66 2/3 TO 74 PERCENT 66 2/3 A 74 POURCENT	
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV
NON-MANUFACTURING										
FORESTRY	39	18 480	24	11 355	13	6 275	1	270	-	-
FISHING	10	13 400	8	12 500	-	-	-	-	-	-
MINING	75	63 655	41	26 700	21	26 860	-	-	-	-
AIR TRANSPORT	27	33 240	16	18 945	3	10 910	-	-	-	-
RAILWAY TRANSPORT	23	99 665	20	98 300	-	-	-	-	-	-
WATER TRANSPORT	29	23 455	24	18 740	1	580	-	-	-	-
ROAD TRANSPORT	60	57 860	37	39 710	5	1 360	5	4 765	-	-
STORAGE	7	5 030	4	2 665	-	-	-	-	-	-
COMMUNICATIONS	43	141 301	30	107 885	2	941	-	-	-	-
UTILITIES	49	59 980	33	27 440	8	27 980	-	-	-	-
WHOLESALE TRADE	21	16 765	16	14 135	2	715	-	-	-	-
RETAIL TRADE	80	95 920	49	33 800	13	20 695	-	-	-	-
FINANCE AND INSURANCE	8	6 225	3	695	3	4 095	-	-	-	-
EDUCATION	367	406 205	238	236 705	28	26 420	33	23 840	5	4 165
HEALTH AND WELFARE	189	284 715	140	213 960	9	36 410	7	2 490	1	510
RECREATION	5	6 630	4	6 380	-	-	-	-	-	-
SERVICES TO BUS. MGMT.	17	7 490	13	5 740	1	400	-	-	-	-
PERSONAL SERVICES	2	2 700	2	2 700	-	-	-	-	-	-
ACCOMMODATION & FOOD	37	24 120	35	23 550	1	370	-	-	-	-
MISC. SERVICES	7	7 020	6	6 345	1	675	-	-	-	-
FEDERAL ADMIN.	51	190 874	34	60 409	-	-	-	-	-	-
PROVINCIAL ADMIN.	63	217 175	29	99 780	20	53 615	11	56 640	-	-
LOCAL ADMIN.	137	104 430	92	70 330	25	20 140	1	450	1	545
TOTAL	1 346	1 886 335	898	1 138 769	156	238 441	58	88 455	7	5 220
PERCENT %	100.0	100.0	66.7	60.4	11.6	12.6	4.3	4.7	.5	.3

TABLE 94 (CONT'D.)-TABLEAU 94 (SUITE)

LONG TERM DISABILITY - EMPLOYER'S CONTRIBUTION INVALIDITE A LONG TERME - CONTRIBUTION DE L'EMPLOYEUR									
GROUPING	MORE THAN 50 LESS THAN 66 2/3 PERCENT		50 PERCENT OR LESS		FLAT AMOUNT		PERCENTAGE OF EMPLOYEE PAYROLL		OTHER: INCLUDES NO DETAILS AUTRES: COMPREND AUCUN DETAIL
	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	AGMTS CONV	WORKERS TRAV	
NON-MANUFACTURING									NON-MANUFACTURIER
FORESTRY	-	-	-	-	-	-	-	-	EXPLOIT. FORESTIERE
FISHING	-	-	-	900	-	-	-	-	PECHE
MINING	1	800	2	1 235	1	580	-	9	MINES
AIR TRANSPORT	-	-	-	-	-	-	3	1 585	TRANSPORTS AERIENS
RAILWAY TRANSPORT	-	-	-	-	-	-	-	-	TRANSP. FERROVIAIRES
WATER TRANSPORT	-	-	-	1 735	-	-	-	-	TRANSPORTS PAR EAU
ROAD TRANSPORT	1	505	-	-	6	8 960	-	-	TRANSPORTS ROUTIER
STORAGE	-	-	-	-	-	-	-	-	ENTREPOSAGE
COMMUNICATIONS	1	285	-	-	-	-	-	-	COMMUNICATIONS
UTILITIES	-	-	-	-	-	-	-	-	SERVICES D'UTILITE
WHOLESALE TRADE	-	-	-	-	-	-	-	-	COMMERCE DE GROS
RETAIL TRADE	1	600	1	1 450	-	-	1	480	COMMERCE DE DETAIL
FINANCE AND INSURANCE	-	-	1	1 200	-	-	1	235	FINANCES & ASSURANCES
EDUCATION	4	1 805	18	14 830	1	1 270	2	1 790	ENSEIGNEMENT
HEALTH AND WELFARE	-	-	12	4 990	-	-	-	-	SERV. MEDICAUX/SOCIAUX
RECREATION	-	-	1	250	-	-	-	-	LOISIRS
SERVICES TO BUS.MGMT.	-	-	3	1 350	-	-	-	-	SERV. AUX ENTREPRISES
PERSONAL SERVICES	-	-	-	-	-	-	-	-	SERVICES PERSONNELS
ACCOMMODATION & FOOD	-	-	-	-	-	-	-	-	HEBERGEMENT/RESTAUR.
MISC. SERVICES	-	-	-	-	-	-	-	-	SERVICES DIVERS
FEDERAL ADMIN.	-	-	-	-	-	-	-	-	ADMIN. FEDERALE
PROVINCIAL ADMIN.	-	-	1	3 000	-	-	-	-	ADMIN. PROVINCIALE
LOCAL ADMIN.	-	-	8	3 505	-	-	-	-	ADMIN. LOCALE
TOTAL	8	3 995	52	34 445	8	10 810	7	4 090	TOTAL
PERCENT %	.6	.2	3.9	1.8	.6	.6	.5	.2	POURCENT %

Union Security (Table 4)Closed Shop

Only union members will be hired. In some contracts, if no union member is available, the employer may hire non-union workers provided they join the union within a specified time.

Union Shop

All employees in the bargaining unit, as a condition of employment, must become members of the union.

Modified Union Shop

Only new employees are required to join the union. The agreement may or may not stipulate that present union members maintain such membership.

Maintenance of Membership

Employees are not compelled to join the union; however, those who do join the union must maintain their membership for the duration of the agreement as a condition of employment.

Sécurité syndicale (Tableau 4)Atelier fermé

Seuls les membres du syndicat seront embauchés. Selon certaines conventions, si aucun membre du syndicat n'est disponible, l'employeur peut embaucher des travailleurs qui ne sont pas syndiqués pourvu qu'ils adhèrent au syndicat dans une période donnée.

Atelier syndical

Tous les employés membres de l'unité de négociation doivent, pour conserver leur emploi, devenir membres du syndicat.

Atelier syndical imparfait

Seuls les nouveaux employés sont tenus de s'affilier au syndicat. La convention peut stipuler ou non que les membres actuels du syndicat doivent maintenir leur affiliation.

Maintien de l'affiliation

Les employés ne sont pas tenus d'adhérer au syndicat; toutefois, les employés qui deviennent membres du syndicat doivent, pour conserver leur emploi, maintenir leur affiliation pendant toute la période d'application de la convention.

Rand Formula (Table 5)

The Rand Formula requires all employees within a bargaining unit, whether members of the union or not, to pay union dues or an equivalent amount, as a condition of employment.

Length of Probationary Period after Hiring (Table 6)

If the probationary period is specified in the agreement as "working days", or if the period is not specified as working or calendar days, the time period is converted to calendar days.

Retention of Seniority During Illness - Other (Table 11)

In the vast majority of cases, the "other" category refers to instances where illness is not mentioned as one of the circumstances under which seniority is lost.

Seniority - Bumping (Table 12)

Bumping rights confer upon a senior employee the right to displace a junior employee when conditions require layoffs.

Notice of Layoff (Table 13)

Excludes layoff notice specifically related to technological change (see Table 80).

La Formule Rand (Tableau 5)

La formule Rand exige que tous les employés du groupe de négociation, syndiqués ou non, versent la cotisation syndicale ou une somme équivalente, comme condition d'emploi.

Durée de la période de probation (Tableau 6)

Si la convention exprime la période de probation en jours ouvrables, ou si elle ne spécifie pas s'il s'agit de jours ouvrables ou de jours civils, la durée de cette période aura été convertie en jours civils.

Conservation des droits d'ancienneté durant la maladie - autres dispositions (Tableau 11)

Dans la plupart des cas, la mention "autres dispositions" se rapporte aux instances où la maladie n'est pas citée comme une des raisons de perte des droits d'ancienneté.

Ancienneté - Déplacement (Tableau 12)

Le droit de déplacement confère à un employé jouissant d'une plus grande ancienneté, le droit d'occuper le poste appartenant à un employé qui compte moins d'années d'ancienneté lorsque les conditions exigent une mise à pied.

Avis de mise à pied (Tableau 13)

Exclut tout préavis se rapportant spécifiquement au changement technologique (voir Tableau 80).

Distribution of Work During Slack Period (Table 15)

This provision is designed to minimize the extent of layoffs in times of declining business activity and lack of work.

Severance Pay and SUB (Table 16)

Severance Pay refers to special payments made to employees separated from employment with no expectation of recall. It does not include such payments as wages owing up to the date of separation, pay in lieu of notice, pay for unused vacation credits, pension benefits and payment of the employee's equity in a savings or profit-sharing plan.

Supplementary Unemployment Benefits (SUB) refers to supplemented unemployment benefit plans approved by Employment and Immigration Canada.

Special Grievance Procedure in Disciplinary or Dismissal Cases (Table 19)

In this provision, dismissal means dismissal for cause, not separation due to layoff or to any other non-disciplinary reason.

Répartition du travail durant les périodes de ralentissement de l'activité (Tableau 15)

Cette disposition a pour but de réduire au minimum les possibilités de mise à pied en périodes de ralentissement des affaires et de pénurie de travail.

Indemnité de cessation d'emploi et prestations supplémentaires de chômage (Tableau 16)

L'indemnité de cessation d'emploi est une somme versée à l'employé qui a cessé son emploi de façon définitive, sans éventualité de rappel. Cette indemnité ne comprend pas des sommes telles que les salaires dus en date de la cessation d'emploi, les sommes versées au lieu d'avis de mise à pied ou de crédits de vacances inutilisés; le remboursement de sommes versées au fonds de pension, d'épargnes ou de contributions aux régimes de participation aux bénéfices.

Les prestations supplémentaires de chômage relèvent d'un régime d'assistance supplémentaires approuvé par le ministère Emploi et Immigration Canada, visant les employés en chômage.

Procédure particulière d'examen des griefs dans les cas de sanctions disciplinaires et de congédiement (Tableau 19)

Cette disposition vise les congédiements pour cause et non pas les cas de mise à pied ou tout autre cas non disciplinaire.

Arbitration - Number of Arbitrators (Table 22)

Includes agreements permitting a choice of either a single arbitrator or a panel of arbitrators.

Premium Rates for Work on Paid Holidays (Table 34)

In some cases workers may receive time off instead of a cash payment for overtime work performed on paid holidays. In all cases it is understood that the premium pay is in addition to holiday pay.

Guaranteed Employment or Earnings (Table 35)

This provision ensures the employee against loss of earnings in circumstances beyond his control. Usually the guarantee is for a certain number of hours, days or weeks. Excludes Supplemental Unemployment Benefit Plans.

Cost of Living Allowance (COLA) (Table 40)

Includes provisions stipulating payments designed to protect wages from inflation. Usually, these consist of "escalator" type clauses whereby payments are directly related to increases in the cost of living as measured by the consumer price index (CPI). The most common formulae provide for adjustments based on cents per point, percent per percent and cents per percent movement in the index. Also included are COLA clauses which provide for guaranteed payments not related to changes in the CPI, and COLA clauses which are inoperative.

Arbitrage - nombre d'arbitres (Tableau 22)

Comprend les conventions prévoyant le choix soit d'un arbitre unique ou d'un groupe d'arbitres.

Prime pour le travail effectué les jours fériés payés (Tableau 34)

Dans certains cas, les travailleurs peuvent recevoir un congé payé au lieu d'un montant d'argent pour le travail supplémentaire effectué un jour férié payé. Dans tous les cas, il est entendu que la prime est accordée en sus de la rémunération du jour férié.

Garantie d'emploi ou de rémunération (Tableau 35)

A l'exclusion des régimes de prestations supplémentaires de chômage; cette disposition protège l'employé contre la perte de rémunération dans des circonstances indépendantes de sa volonté. Habituellement, la rémunération est garantie pour un certain nombre d'heures, de jours ou de semaines.

Indemnité de vie chère (IVC) (Tableau 40)

Comprend les dispositions visant les versements destinés à contre l'effet de l'inflation sur les salaires. Habituellement il s'agit de clauses à paliers où les versements sont directement reliés aux augmentations du coût de la vie tel que déterminé par l'IPC. Les formules les plus fréquentes prévoient des ajustements basés sur des augmentations de cents par point, pourcentage pour pourcentage et cents par pourcentage de déplacement de l'index. Également comprises dans les dispositions de l'IVC sont les versements garantis mais non reliés aux variations de l'IPC et les dispositions inopérantes.

Clothing and Uniforms (Table 68)

The company pays all or part of the cost of required special clothing and uniforms. The company may also pay all or part of the cost of laundry services.

Moonlighting (Table 81)

Moonlighting is a term applied to the simultaneous holding of more than one paid employment by a worker, e.g., a full-time job and a second supplementary job with another employer or self-employment.

"Other" category consists primarily of cases where moonlighting is permitted while the employee is on leave of absence.

Contracting-out (Table 82)

Contracting-out (Sub-contracting) is the practice of having certain steps in a manufacturing process, plant maintenance, or other work function performed by outside contractors using their own work forces.

Older or Handicapped Workers (Table 84)

These clauses facilitate the continued employment of workers whose capacity has been impaired by injury or advancing age, as well as those who wish to remain past the normal retirement age.

Vêtements et uniformes (Tableau 68)

L'employeur acquitte, dans sa totalité ou en partie, le coût des vêtements spéciaux et uniformes requis. L'employeur assure aussi le nettoyage sans frais ou à frais partagés.

Double emploi (Tableau 81)

Ce terme s'applique lorsqu'un employé occupe plus d'un poste rémunéré à la fois, p. ex., un poste à plein temps et un poste d'appoint auprès d'un autre employeur, ou un travail à son propre compte.

La catégorie "Autres" comprend surtout les cas où le double-emploi est permis pendant toute période de congé autorisé.

Contrats à forfait (Tableau 82)

Pratique consistant à faire effectuer certaines étapes du processus de fabrication, de l'entretien de l'établissement ou d'autres tâches par des entrepreneurs de l'extérieur qui se servent de leur propre main-d'oeuvre.

Travailleurs âgés et(ou) handicapés (Tableau 84)

Cette disposition facilite l'emploi continu de travailleurs dont la capacité est diminuée parce qu'ils avancent en âge ou ont subi des blessures et des travailleurs qui désirent conserver leur emploi après l'âge normal de la retraite.

